MPUMALANGA
Department of Education

2024/2025

ANNUAL REPORT

education
DEPARTMENT: EDUCATION
MPUMALANGA PROVINCE

MPUMALANGA
THE PLACE OF THE RISING SUN

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PART | A

General Information

1. Department General Information

PHYSICAL ADDRESS:	Ikhamanga Building, Government Boulevard Riverside Park Mbombela 1200
POSTAL ADDRESS:	Private Bag X11341 Mbombela 1200
TELEPHONE NUMBER/S	+27 13 766 5555/5316/5310.
FAX NUMBER:	+27 13 766 5577
EMAIL ADDRESS:	j.zwane@mpuedu.gov.za, d.mtembu@mpuedu.gov.za
WEBSITE ADDRESS:	www.mpumalanga.gov.za/education http://www.facebook.com/Mpueducation @Mpueducation

2. List of Acronyms

Abbreviation	Acronyms
AFS	Annual Financial Statements
AGSA	Auditor-General of South Africa
AIDS	Acquired Immunodeficiency Syndrome
AO	Accounting Officer
AoPO	Annual Performance Plan and Objectives
APP	Annual Performance Plan
BAS	Basic Accounting System
B-BBEE	Broad-Based Black Economic Empowerment
BMI	Body Mass Index
CAE	Chief Audit Executive
CAPS	Curriculum Assessment Policy Statements
CES	Chief Education Specialist
CFO	Chief Financial Officer
CGEIT	Certified in the Governance of Enterprise IT
CIPC	Companies and Intellectual Property Commission
CISA	Certified Information Systems Auditor
CISM	Certified Information Security Manager
COBIT	Control Objectives for Information and Related Technologies
COE	Compensation of Employees
COSO	Committee of Sponsoring Organisations
CRISC	Certified in Risk and Information Systems Control
CSD	Central Supplier Database
CSE	Comprehensive Sexuality Education
CSPID	Children with Severe to Profound Intellectual Disabilities
DBE	Department of Basic Education
DBSA	Development Bank of South Africa
DCDT	Department of Communications and Digital Technologies
DDD	Data Driven Districts
DOE	Department of Education
DORA	Division of Revenue Act
DPSA	Department of Public Service and Administration
DPWRT	Department of Public Works, Roads and Transport
DSD	Department of Social Development
DTDC	District Teacher Development Centres

Abbreviation	Acronyms
EAP	Employee Assistance Programme
ECD	Early Childhood Development
ECDI	Early Childhood Development Institute
EDC	Education Development Centres
EFAL	English as First Additional Language
EFMS	Education Facilities Management Systems
EGRA	Early Grade Reading Assessment
EHWP	Employee Health and Wellness Programme
ELNA	Early Learning National Assessment
ELRC	Education Labour Relations Council.
EMIS	Education Management Information System
EPWP	Expanded Public Works Programme
EU	European Union
EXCO	Executive Committee
FET	Further Education and Training
FP	Foundation Phase
FY	Financial Year
GEC	General Education Certificate
GEMS	Government Employees Medical Scheme
GET	General Education and Training
GHS	General Household Survey
HCS	HIV Counselling Services
HCT	HIV Counselling and Testing
HDI	Historically Disadvantaged Individuals
HEDCOM	Head of Education Departments Committee
HIRA	Hazards Identification and Risk Assessment
HIV	Human Immunodeficiency Virus
HOA	Homeowners Allowance
HOD	Head of Department
HR	Human Resources
HRM	Human Resource Management
HSE	Health, Safety & Environmental
IA	Internal Audit
ICN	Intelligent Crossroad Network
ICT	Information, Communication and Technology

Abbreviation	Acronyms
IDP	Integrated Development Plans
IDT	Independent Development Trust
IEC	Independent Electoral Commission
LEAP	Learn English Audio Programme
LOGIS	Logistical Information System
LPID	Learners with Profound Intellectual Disability
LSA	Learner Support Assistants
LSPID	Learners with Severe to Profound Intellectual Disability Grant
LTSM	Learning and Teaching Support Material
LURITS	Learner Unit Record Information Tracking System
MBA	Master of Business Administration
MCS	Modified Cash Standard
MDoE	Mpumalanga Department of Education
MEC	Member of Executive Council
MP	Mpumalanga
MPSA	Ministry for Public Service and Administration
MRTT	Mpumalanga Regional Training Trust
MST	Mathematics, Science and Technology
MSTA	Mathematics, Science and Technology Academy
MTEF	Medium-Term Expenditure Framework
MTSF	Medium-Term Strategic Framework
NAF	National Assessment Framework
NAPTOSA	National Professional Teachers' Organisation of South Africa.
NATU	National Teachers' Union
NDP	National Development Plan
NECT	National Education Collaboration Trust
NEHAWU	National Education, Health and Allied Workers' Union
NGO	Non-Governmental Organisation
NNSSF	National Norms and Standards for School Funding
NOSA	National Occupational Safety Association
NPC	Non-Profit Company
NQF	National Qualifications Framework
NSA	National Security Agency
NSC	National Senior Certificate
NSNP	National School Nutrition Programme

Abbreviation	Acronyms
NTA	National Teaching Awards
NWU	North-West University
OHS	Occupational Health and Safety
OTP	Office of the Premier
PAS	Performance Agreements
PERSAL	Personal and Salary System
PEU	Professional Educators› Union
PFMA	Public Finance Management Act, Act 1 of 1999
PILIR	Policy & Procedure on Incapacity Leave & Ill Health Retirement
PIRLS	Progress in International Reading Literacy Study
PL	Post-Level
PMC	Provincial Management Committee
PMDS	Performance Management and Development System
POI	Provincial Output Indicator
PPN	Post-Provision Norm
PPP	Public-Private Partnership
PSA	Public Servants Association of South Africa.
PSC	Public Service Commissioner
PSCBC	Public Service Co-ordinating Bargaining Council
PSS	Public Service Staff
PTDI	Professional Teacher Development Institute
PYEI	Presidential Youth Employment Initiative
PYES	Presidential Youth Empowerment Scheme
QLTC	Quality Learning and Teaching Campaign
QMS	Quality Management System
RFQ	Request For Quotes
SA	South Africa
SACE	South African Council of Teachers
SACMEQ	Southern and Eastern Africa Consortium for Monitoring Educational Quality
SADTU	South African Democratic Teachers' Union
SAFE	Sanitation Safe for Education
SAPS	South African Police Service
SARS	South African Revenue Service
SA-SAMS	South African School Administration and Management System
SCA	Supreme Court of Appeal

Abbreviation	Acronyms
SCM	Supply Chain Management
SCOPA	Standing Committee on Public Accounts
SDIP	Service Delivery Improvement Plan
SETA	Sector Education and Training Authority.
SGB	School Governing Body
SHERQ	Safety Health Environment, Risk and Quality
SIAS	Screening, Identification, Assessment and Support
SITA	State Information Technology Agency
SIU	Special Investigation Unit
SMART	Specific, Measurable, Achievable, Relevant and Time-bound
SMME	Small Medium and Micro Enterprises
SMS	Senior Managers
SMT	School Management Teams
SOI	Standardised Output Indicator
SONA	State of the Nation Address
SRH	Sexual Reproductive Health
Stats SA	Statistics South Africa
STI	Sexually Transmitted Infections
TB	Tuberculosis
THRD	Transversal Human Resource Development
TIMSS	Trends in International Mathematics and Science Study
TR	Treasury Regulations
UAMP	User Asset Management Plan

3. Foreword by the MEC

Ms. Lindi Masina (MPL)
MEC for Education

It is my pleasure to present the 2024/25 Annual Report for the Mpumalanga Department of Education (MDoE). The Annual report reflects on the achievements and relevant financial information in relation to our department's continued efforts in developing and improving the Provincial Education system. The National Development Plan (NDP) aims to put South Africa in line with other middle-income economies and in that regard the performance of the department as written in the annual report show progress in achieving the goals of the NDP.

The core business of the Mpumalanga Department of Education (MDoE) encompasses several key functions aimed at delivering quality education and improving learner outcomes across the province. These functions align with the broader priorities of the Government of National Unity (GNU) and the Department of Basic Education (DBE), particularly as outlined in the Draft Medium-Term Development Plan (MTDP) 2024-2029. The NDP proposes that basic education should focus on improving Literacy, Numeracy/Mathematics and Science outcomes, thus increasing the number of learners eligible to study Mathematics and science-based degrees at university by 2030 is aimed at improving performance in international testing programs and retaining more learners and expanding skills and vocational training.

By 2030, South Africans should have access to education and training of the highest quality, leading to significantly improved learning outcomes. The Department continued to strengthen and improve its strategic partnerships with various stakeholders such as civil society, social partners, parents, and organized labour in efforts to support quality teaching and learning. While ensuring that safe learning and working environments and promoting social cohesion, health, and school safety, we have collaborated with the South African Police Services, Department of Health and Department of Culture, Sports and Recreation. The Department's strategic focus areas emanating from the Four Pillars of the Education System Transformation Plan (ESTP) 2019 to 2023 prioritised the following: The need to work together internally to enable the Department to function optimally and enable learners to acquire a good foundation in reading, writing, and calculating skills in school and after schooling.

The Fourth Industrial Revolution and the impact it will have on how the Department operates and how we educate our learners to prepare them to thrive in the future is highly essential. Our ongoing quest is to ensure that no learner is left behind in the province. The implementation of the Service Delivery Model of the Department resumed in 2018 and its impact is evident in the overall performance of the institution particularly on learner performance. In the period under review,

we worked closely with the Basic Education Sector in cultivating and promotion of a culture of reading especially in primary schools.

A key imperative has been to ensure that we provide all our learners with strong a literacy foundation. We have supported initiatives such as World Read Aloud Day, which is about celebrating the power of reading aloud; the power of migrating words and indeed our classrooms must be a conduit of creating a new tale for the African child. The Department is implementing its Reading Plan for 2019 to 2025 which is based on the National Sector Plan. The Department has encouraged schools to use the Mpumalanga Department of Education online library and ensure full use of DBE workbook and there has been notable positive progress with the Foundation Phase e-library – the zero-rated MDoE online library which assists teachers to access the readers. In this regard, the www.eccurriculum.co.za; www.ecexams.co.za – websites were revamped and relevant content uploaded. The performance of South African learners in international standardized tests should be comparable to the performance of learners from countries at a similar level of development and with similar levels of access.

The Mpumalanga Department of Education learners' performance has exceeded the Department's 5-year strategic goals, obtaining an average score of 350 by Grade 4 learners in Progress in International Reading Literacy Study (PIRLS) and an average score of 350 obtained by Grade 5 learners in Trends in International Mathematics and Science Study (TIMSS). The number of schools implementing Early Grade Reading and Assessment (EGRA) has increased. We know that schools in the former homelands account for just under half of all public-school enrolments and face special challenges of poverty and inaccessibility of public facilities and jobs. It is true that more needs to be done in terms of access, equity, digital empowerment and the provision of quality basic education no matter where schools are located in the province.

The LSPID grant is intended to ensure that care and support for vulnerable learners with severe intellectual disabilities. We have fifteen specialists employed as a result of this grant including Psychologist Occupational Therapist, Physio Therapists and Educational Therapists. These specialists are also working in our SID Schools. Psychosocial support has been provided to learners through individual and group therapy, as well as telehealth call centre number which has been created to provide services to learners who need psycho-social support. Learners have been successfully placed in special schools through the SIAS programme, assessed and provided with support by psychologists and therapists. School Based Support Teams (SBSTs) are being lined and supported by the DBSTs on the implementation of SIAS processes.

The Provincial Basic Education sector operations were stretched to limit and in certain instances beyond its financial capacity and the sector was not spared from the devastating impact of the pandemic and associated devastating socio-economic effects on the Mpumalanga provincial populace. The period under review was characterized by the implementation of the gradual expansion of the three-stream curriculum model, the rollout of virtual platforms to support teaching and learning. The Department's administrative processes were marked by the consolidation of the work that had been done while accelerating new risk adjusted strategies that will maintain and reinforce the positive trajectory in the province's learning outcomes.

The processes of entrenching inclusive education across our basic education system is on-going. Improved learner performance and the creation of safe learning environments will continue to be the overriding goal in all our plans and strategies. My appreciation and thanks to all the learners, learner organizations, teachers, teacher unions, principals, parents, School Governing Body (SGBs), SGB associations, individuals, and all our social partners for their involvement.

There has been a significant increase in the number of full-time enrolments in 2024. This increase in the candidates always raises the concern that there would have been a significant dropout of learners in 2024 and 2025. The overall pass rate in the 2023 examination improved from 76.6% to 84.9% in 2024. The DBE supported the President's Youth Employment Initiative (PYEI) and created 24 000 job opportunities for young people as Education and General Education Assistants, who were placed in schools during the period under review. This experience gives us an opportunity to build on in the years to come by refining the way Education Assistants (EAs) are used to support teaching and learning, especially in the contexts of large classes.

Over and above the benefits for those young people finding employment, this kind of programme has the potential to set the tone for more cost-effective ways to support teaching and learning. The commitment to achieve the following MTSF priorities is still on course:

a. **Outcome 1:** Improved school readiness of children;
b. **Outcome 2:** 10-year-old learners enrolled in publicly funded schools read for meaning;
c. **Outcome 3:** Youths better prepared for further studies and the world of work beyond Grade 9;
d. **Outcome 4:** Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa; and
e. **Outcome 5:** School physical infrastructure and environment that inspires learners to learn and teachers to teach.

The curriculum was reorganized to allow for greater depth in covering topics, and to ensure that learners are actively involved in doing Mathematics. Learner books in the Foundation Phase are bilingual (home language and English), to ensure the learners understand the concepts of Mathematics with full comprehension of the correct use of the mathematical terms. Immediate implementation of a curriculum with skills and competencies for a changing world in all public schools

The Department has successfully implemented the three Streams Model in schools to consolidate the curriculum for effective implementation of the provinces. The Three Stream Model is characterized by three (3) interlinked (portable) and equivalent streams: Academic, Technical Vocational and Technical Occupational. The Academic stream exists in Public Ordinary Schools (POSs), Focus and Special Schools, and aims to prepare learners for general, formative, well-rounded Post-School Education and Training (PSET) studies. The Technical Vocational stream is broadly aligned to a vocation and is offered in both POSs and Focus Schools such as Technical, Agricultural and Arts High Schools.

The Department is piloting the introduction of a General Education Certificate (GEC), a qualification that is intended to provide direction around further studies, and in this way to reduce dropping out of the education system. The pilot study intended to ensure that many of our youths who do not obtain a National Senior Certificate do still obtain an educational qualification of some kind. Three (3) kinds of assessments participate in the GEC trial, namely, benchmark assessments, projects, and inclinations assessments. The percentage of youths attaining the NSC has been increasing steadily for twenty years. However, for those youths who leave schools without completing Grade 12, the Grade 9 GEC will make it easier to navigate movement into a Technical and Vocational Education and Training (TVET) college or employment, whereas for those remaining in the system, the new Grade 9 assessments will make it easier to guide learners into the right subjects in Grades 10 to 12.

The DBE, in collaboration with the World Bank, is working on a Public Expenditure and Institutional Review (PEIR) of the ECD sector to plan ECD funding model. The ECD Census 2021 constituted the first complete mapping of Early Learning Programs (ELP) in South Africa. Its purpose is to integrate ELPs into the DBE's Education Management Information System (EMIS), identify gaps in the access to, and quality of, ELPs in South Africa, support research on ECD, and gain insights into the current enabling environment for Learning through Play (LTP).

Complete an integrated Infrastructure Development Plan, informed by infrastructure delivery and regular maintenance, which is resourced. The Department is nearing completion of two (2) ground-breaking infrastructure projects, aimed at eliminating the most urgent infrastructure needs in the province that includes Mkhondo Boarding School and School for the Deaf and Blind. These are the Accelerated School Infrastructure Delivery Initiative, which aimed to eradicate backlogs in schools without water, sanitation and electricity and to replace those schools constructed from inappropriate material, and the Sanitation Appropriate For Education (SAFE) project, which is scheduled to have completed delivery of appropriate toilet facilities to all those schools identified in 2018 as having inappropriate or unsafe facilities, by the end of the 2025/26 financial year.

As a government, we are committed to providing quality education for every child, in every classroom, in every school in Mpumalanga Province, quality education that results in greater opportunity for all learners in the province. In the face of increasing fiscal constraints,

this is becoming more difficult. Nevertheless, we remain committed to doing everything within our power to improve the lives and chances of our youth. Four important performance areas for the Department are: Improvement in learner performance in Grades 3, 6, 9 and 12, Improving the learner retention rate from Grade 10 to 12, Ensuring that learners have access to technical, agricultural, Vocational and Skills subjects to fully participate in our economy, ensuring that schools are safer, more secure places of learning. Every decision taken in relation to education in the Mpumalanga Province will continue to be informed by the need to improve learner outcomes, and to provide greater and more equitable access to quality education across the province. The department has successfully implemented and achieved the priorities of the 7th Administration as stipulated below during the 2024/25 fiscal year.

The Department will continue to ensure all hands-on deck approach towards the attainment of impressive scholastic outcomes from Grade R to 12. This is keeping to the dictates of the National Development Plan as well as the Sector Learner Improvement Plan. The department achieved a total pass percentage of 85%, in the 2024 Grade 12 National Senior Certificate Examination Results.

The Department continued to provide meals to deserving learners in quintile 1-3 through the National School Nutrition Programme to keep our learners at school, provide them with nutritious meals and thus improve learning outcomes 906 999 learners benefitted from the National School Nutrition Programme receiving a meal daily for 197 school days.

Provision School transportation is crucial for student safety, punctuality, and environmental impact. It ensures students arrive at school safely, reduces traffic congestion, and promotes a more sustainable transportation option. The department provided 72 220 learners who benefitted from scholar transport services throughout the province.

The no-fee school policy in South Africa aims to provide free, state-funded education for learners in the poorest 40% of public schools, from Grade R to Grade 9. This policy, a key component of the government's strategy to alleviate poverty and address past inequalities, aims to ensure that all children, regardless of their family's financial situation, have access to quality education. In the implementation of free quality education, the Department ensured that 1 012 555 learners benefitted from the No fee school policy in all schools including provision of Learner Support Material

School Infrastructure delivery is a fundamental pillar for the Department to redress the past imbalances and to restore dignity, one key aspect of the Department is to ensure that our learners learn in a conducive and dignified environment. During the year under review, 330 projects were completed, and 282 maintenance projects were completed. 230 students furthering their studies in different Universities within the country through the Provincial Ephraim Mogale Bursary Scheme.

In education, bursaries play a crucial role in shaping a learner's future career by providing financial support, reducing barriers to education, and offering opportunities for personal and professional development. 25 internal students completed their studies. Currently 42 students are enrolled in Russian, two aviation students and forty medical students.

Tablets play a crucial role in modern education by enhancing learning experiences, improving communication, and promoting accessibility. They offer a dynamic and engaging way for students to learn, access resources, and collaborate. Additionally, tablets streamline classroom management, reduce workload for teachers, and provide personalized learning opportunities. A total of 60 000 grade 12 learners received tablets through Ubuhlebuzile e-learning Programme in eight (08) schools where all learners from grade 8-12 are using tablets.

Coding and robotics are important as they cultivate crucial skills, prepare individuals for future careers, and foster innovation. They enhance problem-solving, critical thinking, and creativity, making them essential for navigating a technology-driven world. A total of 218 schools, which included Primary schools and Secondary schools are currently piloting Coding and Robotics in Mpumalanga Province. The department implemented the Government of National Unity strategic priorities of inclusive growth, job creation, and poverty reduction—our Annual Report talk to the following key areas:

Inclusive Growth: We will prioritize initiatives that enhance access to quality education for marginalized communities. Our goal is to ensure that every child, regardless of their background, has equitable opportunities for learning. This includes expanding early childhood development programs and making Grade R compulsory by 2030. We are committed to equipping our learners with skills that meet the demands of the job market. By investing in vocational training and fostering partnerships with local industries, we aim to prepare our youth for successful careers upon graduation.

Reducing Poverty: Education is a powerful pathway out of poverty. We will focus on improving literacy and numeracy rates through targeted interventions and evidence-based programs. By tailoring instruction to meet individual learning needs, we can empower our learners to break the cycle of poverty.

Our strategies will be grounded in evidence-based practices that have demonstrated effectiveness in enhancing educational outcomes. We will collaborate with local and international experts to implement programs that are proven to work, ensuring that our initiatives yield tangible results. As part of our commitment to building a capable and ethical state, we will uphold transparency and accountability in all our educational initiatives. Regular assessments will be conducted to monitor progress and adapt our strategies as necessary. The department will strive to work together with all stakeholders in the implementation and achievement of MDTP priorities of the 7th Administration

We therefore want to extend our gratitude and appreciation to all stakeholders, labour formations, learner formations, civil society, School Governing Bodies and Federations for their contributions and support towards the attainment of our priorities and targets during the 2024/25 fiscal year.

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HON. L Masina (MPL)
MEC for Education
Date: 15/07/2025

4. Report of the Accounting Officer

4.1. Overview of the operations of the department

Mrs LH Moyane
Head Education

As the Head of Education in Mpumalanga, I am honoured to present the Annual Report (AR) for the 2024/25 financial year. The financial year under review was characterised by the implementation of the Medium-Term Strategic Framework in the first Quarter and the integration of the Medium-Term Development Framework and that signalled the smooth transition of the Priorities of the Sixth Administration to the 7th Administration.

The Department has achieved 84.9% in the matric results of the class of 2024, a great improvement from the class of 2023. The department has also experienced budget cuts and adjustments on some programmes, which affected the achievement of certain targets of other programmes. This Report presents the Results and Outcomes of the implementation of the Priorities, Pronouncements, Predetermined objectives, Activities and Programmes for the 2024/25 financial year by the Mpumalanga Department of Education. The MTDP 2025-2029 sector priorities provide a clear vision informed by the 7th Administration's priorities and the departmental 2020-2025 Departmental Strategic Plan:

- Improved schooling readiness (access to quality of Early Childhood Development) that includes the provision of quality Early Childhood Education for 0-4 cohort, two years of compulsory pre-schooling education, training and professionalization of ECD Practitioners, resourcing and providing support for the Early Childhood Development Institute.
- Ten-year-old learners enrolled in public funded schools read for meaning. Foundational skills of numeracy and literacy, especially reading. Building capacity on content and methodology, supporting reading clubs and promoting early Grade reading and resourcing of schools.
- Youth are better prepared for further studies and the world of work. Increased accountability for performance in schools, strengthen monitoring systems and capacity, promoting teacher development, recruiting of young teachers, and improve monitoring and evaluation of the schooling system of work, immediate implementation of a curriculum with skills and competencies for a changing world, with the emphasis being on the Three Stream Model, entrepreneurship education, focus schools, coding and robotics, and the implications of the Fourth Industrial Revolution.
- Decisive action on quality and efficiency through the implementation of standardized assessments to reduce failure, repetition, and drop-out

rates, and the introduction of the General Education Certificate (GEC). The department is currently piloting the GEC in 83 schools; in 2023 academic year, the department saw the first pilot examination of the GEC and awaits the outcome of that examination upon completion of the analysis by DBE. In this financial year, the examination on GEC will be rolled out to all Grade 9 schools, this will reflect on how far the province had performed in the pilot.

- Youths leaving the schooling system more prepared to contribute towards a prosperous South Africa. Establish effective school accountability linked to learner performance and improve teacher subject content.
- School physical infrastructure and environment that inspires the learner to learn and teachers to teach. Provision of infrastructure that meet the minimum norms and standards as per the national Infrastructure plan of South Africa. The plan includes increasing the construction of special schools and boarding schools. Connecting all schools and provision of ICT resources to schools. An infrastructure development plan focusing on delivery and regular maintenance, with a proper sense of costs and financing.
- Improved access to Higher Education and Training through post-school funding and development of skills needed in the workplace, bursary provision to our school prioritizing skills in the changing world, Bursary Programme for eligible students to complete a teaching qualification in an area of national priority assisted to build teaching force and postgraduate qualifications, increase the number of artisans and establishment of a skills hub.
- The department has developed a plan to improve the internal grades (Grades 1-11) results to 80%, grade 12 results to 83%, the target of which, as a province we shall strive to realize to improve the lives of our learners.

Therefore, the Department committed and aligned the MTSF Priorities with the three Government Priorities as outlined in the Statement of Intent by the Government of National Unity (GNU), a roadmap for the 7th administration.

- Inclusive Economic Growth and Job Creation
- Reduce Poverty and Tackle the high Cost of Living
- A Capable, Ethical and Developmental State

The Minister of Basic Education has outlined five key priorities to transform the education sector. These priorities are designed to ensure effective outcomes and interventions to achieve the desired goals.

The Key Priorities are:

- Improving Access to Early Childhood Development: Ensuring all children have access to quality early learning programmes.
- Enhancing Literacy and Numeracy: Improving literacy and numeracy skills across all schooling phases to equip learners for future success.
- Inclusive Education: Enhancing access and quality of education for all learners, particularly those with special needs, to promote equal opportunities.
- Empowering School Management: Improving access and quality of training and professional development for school management teams.
- Infrastructure Delivery and School Safety: Ensuring safe and conducive learning environments through infrastructure development and improved school safety measures.

In achieving the above priorities, the department has developed and implemented the following key strategies to achieve the above Government and Education Sector priorities.

In addressing the challenges of languages and Mathematics, the department developed and implemented the General Education and Training Language and Mathematics Strategy, which incorporates the Reading component. This strategy intends to lock in gains made in language and mathematics through the implementation of the Strategy in the Foundation Phase, which includes the Read to Lead Campaign, Library Services.

The Further Education and Training, (FET) strategy is aimed at the intensification of its mandate to ensure that

high and improved learner performance is evident in the tough measures that the provincial department takes to ensure that it performs above the national average and is NDP goal driven. The strategy continues to build into innovative teaching methodologies through its ICT infrastructural enhancements, digital curriculum and assessment resourcefulness by supporting learners to progress in a diverse and purposeful manner.

In addressing the challenges of secondary schools, the department developed the Secondary School Improvement Programme Strategy. The Secondary School Improvement Programme (SSIP) follows an integrated approach to ensure alignment to the school programme. Activities are aimed at monitoring the delivery of curriculum in underperforming systems to ensure the synchronized delivery of the curriculum. This intervention programme is aimed at supplying adequate and effective electronic and printed resources for learners and teachers by providing the Just in Time teacher training, and the Holiday and Pre-exam Camps.

Maths, Science and Technology Strategy addresses the challenges and learners' urge to enrol in maths, science, and technology. The focus of the Maths, Science and Technology (MST) strategy is to strengthen the implementation of the National Development Plan (NDP) and the Action Plan 2019 by increasing the number of learners taking Maths, Sciences, Engineering and Technology (STEM) subjects, improving the success rates in the subjects and improving teacher capabilities. This strategy is funded by an MST Conditional Grant that aims to provide support and resources to schools, teachers and learners in line with the curriculum in public schools.

To address the needs for technical subjects, the department has developed the Technical High School Strategy. The Mpumalanga Department of Education has developed a strategy for schools offering technical subjects that will guide its activities over the next five years to address the skills shortage and unemployment crisis among the youth in the country. It is envisaged that the objectives of the strategy would be achieved by turning around Technical Schools into centres of excellence that would equip learners with the skills and knowledge to give them the best chance of success in their academic, career pathing in technical vocational fields and entrepreneurship. The strategy is also geared towards career advocacy programmes and ongoing. Currently, the Department has established 44 technical high schools to address the challenges.

The department has taken a policy decision for learners to have access to a specialized, modern, relevant, dynamic, and responsive curriculum, an alternative to the traditional academic curriculum. The Schools of Specialization (SOS) seek to nurture the development of top talent in the province across various disciplines, producing the country's future generation of economic and industrial entrepreneurs and leaders. Schools of Specialization seek to address the mismatch between the skills with which learners exit the System and the requirements of industry. There is currently a need to expand learner opportunities within the system by providing an alternative pipeline to the world of work, post-matric.

The inclusive education model actively promotes and places emphasis on society, adjusting to the person and removing obstacles in the environment, attitudes and services, rather than disabilities or difficulties in the development of the child, by providing quality and continuous support at all levels with the aim of achieving educational outcomes and recognizing individual potential. This strategy addresses the principles, theoretical and practical achievements in developing the potential of children with special needs in education whilst also raising awareness in communities and supporting parents. This strategy includes support related to the Autism Spectrum Disorders (ASD), introducing awareness and basic knowledge of South African Sign Language (SASL) in Grade 5, the implementation of the SIAS Policy and expanding the sector.

The Department's School Safety and Security Policy encompasses all measures taken to combat threats to learners, teachers and school staff including school property. This policy also focuses on the sheltering of learners from violence and bullying, as well as exposure to harmful elements such as drugs and gang activity. The Safe Schools priority promotes the protection of learners from violence, exposure to weapons and threats, theft, bullying, and the sale or use of illegal substances on school grounds and surrounding areas.

The Mpumalanga Department of education has

developed and implemented the boarding school strategy to improve access to the quality of education for poorer communities. The strategy seeks to do away with small and farm schools where learners do not have access to excellent quality education. To that effect the department has constructed six boarding schools and closed non-viable farm schools to provide learners with quality education.

The department has developed and implemented the Ubuhlebuzile e-learning strategy in all quintiles one high school by supplying all learners with tablets that have been provided with e-learning material. Currently the province is piloting 8 paperless schools.

The Responsive Strategy assisted the Department to record remarkable progress in the implementation of the principles and policies of the development and implementation of Gender-Responsive Planning, Budgeting, Monitoring and Evaluation, Auditing Framework in the Province. A gender-responsive approach to budgeting allows structural inequality to be identified and addressed through policy and legal frameworks and to this effect, the department has approved and adopted a Gender Equity Policy. It also helps to ensure that our country's resource and revenue management processes are adequately supporting women's wellbeing, which is a key economic driver.

A Budget committee was established in this regard to implement the action plan as a framework and tool to inform and assist in developing and approving a Gender responsive Budget. In the implementation of the above injunction, the department was able to actively integrate gender considerations into policies, programmes and practices to promote gender equality and address inequalities between women and men and in that regard promoted gender equality among girls and boys to enjoy the same rights, resources, opportunities and protections.

It is my privilege to acknowledge and appreciate the contributions and roles of all stakeholders, Sister Departments, teacher and learner formations, school Governing Bodies and Federations and Business for the success of the department in achieving good results. Together, we will work tirelessly to create an environment where every learner can succeed, contributing positively to our society and economy. I look forward to collaborating with all stakeholders as we strive towards educational excellence and a brighter future for all learners in Mpumalanga.

Table: The following significant events and projects took place for the year under review

DATE	EVENT	LOCATION
04 April 2024	MEC's Support Visit Hlelimfundo Secondary School	Pixley Isaka Seme Circuits
09 April 2024	MEC; s visit to Intfuthuko Primary School	Nkomazi Local Municipality
16 April 2024	2024 Rhandza Xikolo Xa Wena Campaign for Gert Sibande District	Daggakraal, eThembeni Primary School
18 April 2024	MEC's Support Visit to a Special School	Estralita Special School, Mashishing
19 April 2024	Official Handover of Mgcobaneni ECD Center by the Minister of Social Development, Mrs Lindiwe Zulu	Mgcobaneni, City of Mbombela
30 April 2024	Launch of the Rhandza Xikolo Xa Wena Campaign for Bohlabela District	Cunningmore, Bushbuckridge Local Municipality
02 May 2024	The anti-crime multi sectoral meeting at Khetsalwati Secondary School	Khetsalwati Secondary School, City of Mbombela
07 May 2024	Civic Education Programme with IEC MEC meeting with all Bohlabela Newly Elected SGB	Shatale, Bushbuckridge Local Municipality

DATE	EVENT	LOCATION
09 May 2024	Civic Education Programme with IEC MEC meeting with all Ehlanzeni Newly Elected SGB	City of Mbombela
13 May 2024	MEC School Support visit to Malatse Secondary School	Marapyane
16 May 2024	Civic Education Programme with IECMEC meeting with all Gert Sibande Newly Elected SGB	Ermelo
18 May 2024	MEC's Visit to the office of Ingwenyama Mabhoko III Ndzundza-Mabhoko	Marapyane
23 May 2024	MEC's support visit to Silindokuhle Special School	Mangweni, Nkomazi Local Municipality
24 June 2024	MEC's visit to Winter School Centre at Dumisani Secondary School	Dumisani Secondary School Bushbuckridge
11 July 2024	Celebration of the Mandela month	MC Zitha combined school, Nkomazi Local Municipality
16 July 2024	Celebration of the Mandela month	Ntababomvu primary school, Chief Albert Luthuli Local Municipality
29 July 2024	Celebration of the Mandela month	Sijabulile primary school, City of Mbombela
10 August 2024	Funeral service of the late learner of Morelig combined school	Emakhazeni Local Municipality
13 August 2024	2024 visual Arts & design prize giving function	Mbombela gallery, City of Mbombela
24 August 2024	Provincial installment of National teaching awards	Kruger National Park, Bushbuckridge Local Municipality
29 August 2024	The eradication of pit latrines project	Sibukosetfo Secondary School, City of Mbombela
12 September 2024	MEC schools support visit	Delfkom primary school, Mkhondo Local Municipality
05 September 2024	Official handover of phulani secondary school	Phulani secondary school, Bushbuckridge Local Municipality
23 September 2024	MEC monitoring visit of the spring classes	Khamane secondary school
27 September 2024	Provincial cleanest school award ceremony	Badplaas forever resort,
07 October 2024	Mpumalanga education sector business breakfast meeting	Emnotweni arena
17 October 2024	Provincial prayer day	Word of life bible church, Bushbuckridge
18 October 2024	Signing of the pledge of good conduct	Methula secondary school, Chief Albert Luthuli Local Municipality
25 October 2024	MEC schools support visit to Valencia Islamic Pre-School	Valencia, City of Mbombela
28 October	Celebration of the or Tambo mathematics science and technology academy	MSTA, Emalahleni Local Municipality
29 November 2024	Official handover of Mpumelelo Primary school	Mpumelelo primary school, Nkomazi Local Municipality

DATE	EVENT	LOCATION
12 December 2024	MEC meeting with circuit managers	Witbank high school, Emalahleni Local Municipality
06 January 2025	Back to school campaign	Phatfwa secondary school
13 January 2025	MEC school support visit	Othandweni primary school
14 January 2025	Announcement of Grade 12 results.	Steve Tshwete Local Municipality
15 January 2025	MEC school support visit	Mkholishi secondary school
24 January 2025	Official delivery of the car to the grade 12 overall best learner	Mphamana secondary school
30 January 2025	MEC meeting: education sector disability forum	Pine lake inn
05 February 2025	Official handover of Morelig combined school	Morelig combined school
20 March 2025	MEC meeting with Gert Sibande management and school principals	Wesselton primary school, Ermelo
10 March 2025	Handover of donated school furniture	John Mdluli Primary School, City of Mbombela
17 March 2025	MEC meeting with Bohlabela officials and principals	Bohlabela District office

4.2. Overview of the Financial Results of the Department

4.2.1.Departmental receipts

Departmental Receipts	2024/25			2023/24		
	Estimate	Actual Amount Collected	(Over)/ Under Collection	Estimate	Actual Amount Collected	(Over)/ Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Tax Receipts	-	-	-	-	-	-
Casino taxes	-	-	-	-	-	-
Horse-racing taxes	-	-	-	-	-	-
Liquor licences	-	-	-	-	-	-
Motor vehicle licences	-	-	-	-	-	-
Sale of goods and services other than capital assets	20 782	21 995	(1 213)	20 830	21 212	381
Transfers received	-	-	-	-	-	-
Fines, penalties and forfeits	-	-	-	-	-	-
Interest, dividends and rent on land	3 601	26 473	(22 872)	2 400	20 822	18 422
Sale of capital assets	0	227	(227)	0	1 005	1 005
Financial transactions in assets and liabilities	2 550	7 434	(4 884)	2 544	4 923	2 380
TOTAL				**25 774**	**47 967**	**22 193**

4.2.2.Collection of Departmental Revenue

4.2.2.1.Interest: Bank Accounts

The projection for this item was R3 601 000.00 up to March 2025. An amount of R26 473 000.00 was received as interest from the bank where the Departmental bank account is held. The amount is determined by the going interest rate paid by the bank on the credit balance of the account, the amount that the Department keeps in its bank account and the period over which the amount is kept in the account. The Department has over-collected by R22 461 005.10 on the item, compared to projections which is in with funds kept by the Department with the Financial Institutions.

4.2.2.2.Commission Insurance

The projection for this item was R19 452 000.00 up to March 2025. An amount of R19 809 396.02 was collected as commission paid to the Department for implementing deductions against employees' salaries on behalf of financial and other institutions, i.e. insurance companies.

The amount received on this item, increases each year based on the number of employees who have commission-earning deductions against their salaries. Most of these deductions also increase annually, mainly to keep up with inflation, hence the ever-increasing collection on this item. The Department has over-collected by R357 396.02 on this item, compared to projections.

4.2.2.3.Sale of Capital Assets

An amount of R226 975.91 was received for the sale of motor vehicles from different Districts or offices. The Department did not budget for this item as we did not anticipate for auctioning the vehicles this financial year.

4.2.2.4.Recovery of Previous Year's Expenditure

The projection for this item is R2 402 000.00 up to March 2025. An amount of R6 798 552.58 was collected on this item. The Department has over-collected by R4 396 552.58 on this item. Since the debts were not recovered during the financial year in which they were created, the money went into revenue instead of the allocation.

4.2.3.Tariff determination

Tariff Register				
Departmental Receipts	**Description of Revenue Item**	**2024/25 Financial Year**	**2023/24 Financial Year**	**Determination of Tariffs**
Sale of Goods and Services Other than Capital Assets	Rental of Residence (Non-Homeowners	900	900	Tariff determined Nationally
	Rental of Residence	1200	1200	Tariff determined Nationally
	Commission (Insurance)	2.5%	2.5%	Tariff determined Nationally
	Commission (Garnishee)	5%	5%	Tariff determined Nationally
Examinations Certificates	National Certificate	170	164	Tariff determined by Umalusi
	Change/Amendments to Certificate (Administrative Errors)	170	164	Tariff determined by Umalusi
	National Senior Certificate (Technical) National Certificate (Vocational), National N3 Certificate and Subject Statement	248	-	Tariff determined by Umalusi
	Confirmation Document Issued Prior to the Certificate (System- generated Document)	60	57	Tariff determined by Umalusi
	Re-issue of a Statement of Results (Provincial)	60	57	Tariff determined by Umalusi
	Replacement of Standard 6,7,8,9,10 Certificates and Std. 10 Practical Certificate	170	154	Tariff determined by Umalusi
	Verification of Qualification Prior 1992 for Government Organisations	60	82	Tariff determined by Umalusi
	Re-marking	120	116	Tariff determined by Umalusi
	Re-check	30	29	Tariff determined by Umalusi
	Viewing	230	220	Tariff determined by Umalusi

4.2.4.Programme expenditure

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
Administration	1 642 182	1 620 887	21 295	1 502 577	1 499 097	3 480
Public Ordinary Schools	21 458 090	21 414 901	43 189	20 065 267	20 009 555	55 712
Independent Schools Subsidy	24 228	24 228	0	23 296	22 252	1 044
Public Special School	504 885	503 016	1 869	472 550	465 037	7 513
Early Childhood Development	1 045 843	1 029 813	16 030	956 257	952 325	3 932
Infrastructure Development	1 487 300	1 422 754	64 546	1 282 185	1 219 520	62 665
Examination and Education-related Services	479 564	479 389	175	1 004 424	987 865	16 559
Total	**26 642 092**	**26 494 988**	**147 104**	**25 306 556**	**25 155 651**	**150 905**

Programme 1: Administration

The Programme spent 98.70% of its budget in 2024/25 financial year.

Programme 2: Public Ordinary Schools

The Programme spent 99.80% of its budget in 2024/25 financial year.

Programme 3: Independent Schools

The Programme spent 100.0 % of its budget on in 2024/25 financial year.

Programme 4: Public Special Schools

The Programme spent 99.63% of its budget in 2024/25 financial year.

Programme 5: Early Childhood Development

The Programme spent 98.47% of its budget in 2024/25 financial year. The under-expenditure relates to transfers to ECD Centres which could not be processed at year end due to changes in banking details and addresses by the ECD Centres.

Programme 6: Infrastructure Development

The Programme spent 96.66% of its budget in 2024/25 financial year. The unspent funds relates to the procurement of mobile classrooms which could not be finalised at year- end as well as the projects which could not be finalised by the Implementing Agent.

Programme 7: Examinations and Education-Related Services

The Programme spent 99,96 % of its budget in 2024/25 financial year.

4.2.5.Virements/roll overs

Programme 2: Public Ordinary Schools

An amount of R54 634 million has been shifted from Public Primary level sub-programme under compensation of employees, R54 634 million was shifted to Programme 1: Administration for goods and services to curb the over expenditure.

Programme 3: Independent Schools Subsidies

An amount of R722 thousand from transfers and subsidies has been shifted to Programme 2: Public Ordinary Schools Education to curb the over expenditure on transfers and subsidies

Programme 4: Public Special Schools Education

An amount of R1 430 million to be shifted from compensation of employees under Programme 4: Public Special Schools of which, R888 thousand to Programme 5: Early Childhood Development and R542 thousand to Programme 7: Examination and Education Related Services for compensation of employees respectively.

4.2.6.Roll-overs

The following funds have been requested to be rolled over on grants from the 2024/25 Financial Year to 2025/26 Financial Year:

Conditional Grants

Programme 2: Public Ordinary Schools

R297 thousand for National Schools Nutrition Programme (NSNP) Grant and R4 413 million for Maths, Science & Technology (MST) Grant.

Programme 5: Early Childhood Development

R7 048 million for Transfers to Early Childhood centres and R380 087 thousand for Learners with Profound Intellectual Disability (LSPID) Grant.

Programme 6: Infrastructure Development

R161 thousand for Education Infrastructure Grant (EIG).

Programme 7: Examinations and Education-Related Services

R80 thousand for HIV/AIDS (Life Skills Education) Grant.

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

4.2.7.1.Fruitless and wasteful expenditure

The department incurred fruitless and wasteful expenditure amounting to 23,557 million.

4.2.7.2.Unauthorised Expenditure

The Department did not incur any unauthorised expenditure for the year under review.

4.2.7.3.Irregular expenditure

The Department incurred irregular expenditure amounting to R 263 870 000.00 due to recurring non-compliance with supply chain management prescript.

4.2.8.Strategic focus over the short to medium term period

- Improved school-readiness (Access/Quality for ECD)
- 10-year-old learners enrolled in publicly funded schools read for meaning
- Youths better prepared for further studies and the world of work beyond Grade 9
- Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.
- School physical infrastructure and environment that inspires learners to learn and teachers to teach.
- Improve access to Higher Education and Training through post school funding, and development of skills needed in the workplace.

4.2.9.Public Private Partnerships

The Department did not enter into any public-private partnership (PPP) engagement as per description during the year under review. However, schools continue to collaborate and benefit from the support of the private sector and non-governmental organisations (NGOs)

4.2.10.Discontinued key activities / activities to be discontinued

None

4.2.11.New or proposed key activities

The Department continues to ensure access to education through the provision of additional classrooms in overcrowded areas. A site for the school of the Deaf and the Blind has been identified at eMalahleni Local Municipality. The implementation of school infrastructure projects through the Education Infrastructure Grant to improve the physical infrastructure of schools and create an environment that inspires learners to learn and teachers to teach. Continuous monitoring and support of the Independent Schools as required by the Constitution of the Republic of South Africa and all other related legislation. Provide Compulsory Public Education in Special Schools. Provide support to ECD centres and Public Schools offering Gr R. Advancing e-learning in schools.

4.2.12.Supply chain management

List all unsolicited bid proposals concluded for the year under review

- Supply and delivery of dry food products, fresh fruits and vegetables to Quintile 1-3 primary, secondary and special schools
- National Education Infrastructure Management System (NEIMS)
- Built-environment professional services to carry out maintenance to schools and other educational facilities
- Term contractors to carry out maintenance in schools and other educational facilities
- Panel of service providers for professional expertise on forensics, investigations and litigation services

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

- SCM has implemented checklist and established internal committees such as economising and acquisition to monitor procurements and to ensure that processes were followed as per the guidelines. On-going capacitation of SCM officials to detect and report Irregularities before processing of payments.

Challenges experienced in SCM and how they were resolved

- Challenges with the decentralisation of the sourcing of quotation function to end-users delays the finalisation process within the stipulated time frame due to non-compliance with the procurement prescripts. Trainings were offered to end-users to comply with the procurement prescripts.

4.2.13.Gifts and Donations received in kind from non-related parties

The Department collaborated with business through their Social Labour Plans (SLPs) to implement infrastructure projects in various municipalities within the province. The following projects are in different stages of planning and will be implemented once planning is completed: relocation and construction of Impilo Primary School in Emalahleni, construction of a hostel facility at Osizweni LSEN School in Govan Mbeki Local Municipality by Zibulo Colliery, replacement of existing 19 asbestos classrooms and 48 ablutions structure with brick and mortar facilities at Mphephethe Primary School by Nkulo Development Trust, Construction of 10 classroom and administration block at Goebram Primary School in Chief Albert Luthuli , construction of four (4) classrooms and a Grade R Centre at both Khanyisile & SA Makam Primary Schools and to further construct a School Hall and Kitchen at Chief Funwako Secondary School in City of Mbombela Local Municipality , relocation of St Andrew School project by Mondi& SANRAL for building of a new school at Mkhondo Municipality and construction of 12 classrooms for the new Clewer Secondary School in Emalahleni Local Municipality.

In addition, infrastructure development, the Department collaborates with business where Penreach contribute towards strengthening and enhancing language and maths outcomes across all phases through the use of teacher training and coaching, and supplementary resources for teaching and learning.

4.2.14.Exemptions and deviations received from the National Treasury

There were no exemptions and deviations received from the National Treasury.

4.2.15.Events after the reporting date

None

4.2.16.Other

None.

4.2.17.Acknowledgement/s or Appreciation

The Department acknowledges and appreciates the role played by the Member of the Executive Council (MEC), MDoE officials and all other stakeholders in the contribution towards provision of quality education and skills of the changing world to the citizens of the province of the rising sun.

4.2.18.Conclusion

Provision of quality education is not the sole responsibility of government but the entire society. The Department thus welcomes and values any partnership of purpose and will continue to use its resources prudently in pursuance of improving educational outcomes.

4.2.19.Approval and sign off

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Mrs LH Moyane
Head: Education
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 (AFS) (Part E) have been prepared in accordance with the modified cash standard (MCS) 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

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Mrs LH Moyane
Accounting Officer
Date: 30 May 2025

6. Strategic Overview

Vision

Accelerate the delivery of quality education and skills for a changing world.

Mission

Mpumalanga Department of Education (MDoE) commits to working together with stakeholders to ensure effective teaching and learning through proactive and effective communication, and good governance utilising tools of the Fourth Industrial Revolution to create responsive public servants.

Values

Key corporate values that the MDoE intended to provide in the next five-year period include:

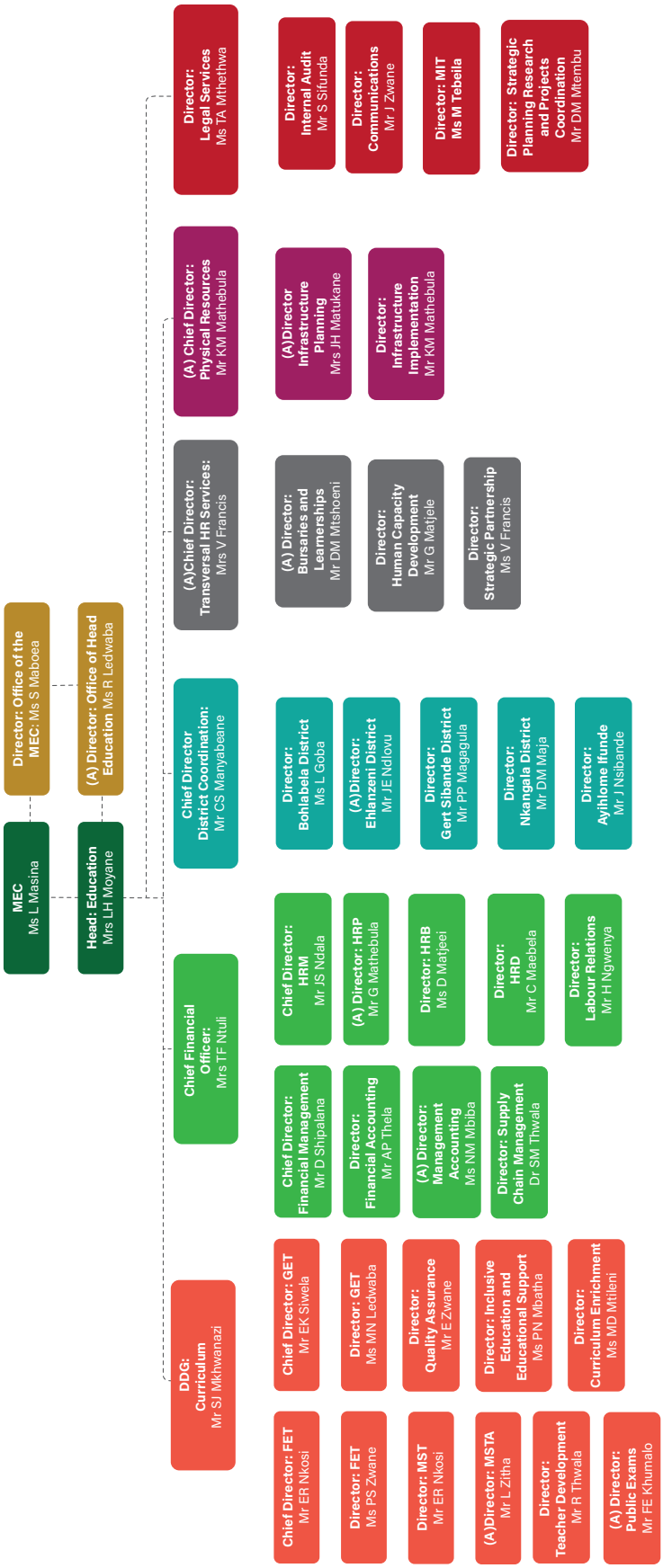
- **Integrity:** Employees to ensure uncompromising and predictably consistent commitment to honour moral and ethical values at all times in delivery of public value.
- **Consultation**: Managers and staff regularly consult with all internal and external customers to ensure client satisfaction at all levels of the Department.
- **Accountability**: Officials at all levels of the Department have set service delivery standards that ensure accountability**.**
- **Innovation**: Continuously strive to be creative and innovative in the services offered by the Department in keeping with the 21st Century.
- **Safety**: Ensure that provision of quality education is conducted in a safe and secure environment.

7. Legislative and other Mandates

Mandates	Brief Description
Skills Development Act, Act 97 of 1998	Increasing the skills levels of human resources in the workplace and to support career pathing.
Further Education and Training Colleges Act, Act 16 of 2006 as amended by Further Education and Training Colleges Amendment Act, Act 1 of 2013	To provide for the regulation of further education and training; to provide for the establishment, governance and funding of public further education and training colleges; to provide for the employment of staff at public further education and training colleges; to provide for the registration of private further education and training colleges; to provide for the promotion of quality in further education and training; to provide for transitional arrangements and the repeal or amendment of laws; and to provide for matters connected therewith.
National Education Policy Act, Act 27 of 1996	To provide for the determination of National Policy for Education determines policy on salaries and principles that govern education.
South African Schools Act, Act 84 of 1996	To provide for a uniform system for the organisation, governance and funding of schools, to amend and repeal certain laws to schools, and to provide for matters connected therewith. It ensures that learners have the right to access quality education without discrimination.
Mpumalanga School Education Act, Act 8 of 1995 as amended by Act 7 of 1998	To provide for the development of regulations and policies within the province and it is in line with the South African Schools Act, Act84 of 1996.
South African Qualifications Authority Act, Act 58 of 1995	To provide for the development and implementation of a National Qualifications Framework and for this purpose to establish the South African Qualifications Authority and to provide for matters connected therewith.
Employment of Educators Act, Act 76 of 1998	To provide for the employment of educators by the State, for the regulation of the conditions of service, discipline, retirement and discharge of educators and for matters connected therewith.
Public Service Act, Act 103 of 1994 as amended	To providespecialized organisation and administration of the public service of the Republic, the regulation of the conditions of employment, terms of office, discipline, retirement and discharge of members of the public service, and matters connected therewith.
General and Further Education and Training Quality Assurance Act, Act58 Of 2001	To provide for the establishment, composition and functioning of the General and Further Education and Training Quality Assurance Council; to provide for quality assurance in general and further education and training; to provide for control over norms and standards of curriculum and assessment; to provide for the issue of certificates at the exit points; to provide for the conduct of assessment; to repeal the South African Certification Council Act, Act 85 of 1986; and to provide for matters connected therewith.
Public Finance Management Act 1 of 1999 as amended by Act 29 of 1999	The Public Finance and Management Act regulates the management of finances in national and provincial governments. It sets out procedures for efficient and effective management of all revenue, expenditure, assets and liabilities. It establishes the duties and responsibilities of government officials in charge of finances. The Act aims to secure transparency, accountability and sound financial management in government and public institutions.
South African Council for Educators Act (SACE), Act 31 of 2001	The purpose of this Act is to promote the professional development of educators by ensuring that all educators are appropriately licensed to carry out their professional duties. In addition, this Act attempts to ensure that all educators observe the South African Council of Teachers (SACE) code of conduct and conduct themselves according to ethical and professional standards established for educators.

Mandates	Brief Description
Labour Relations Act & Basic Conditions of Employment Act, Act 75 of 1997	These are the leading legislations in matters of labour. They give effect to Section 27 and 23 (1) of the constitution. These legislations recognise the right to a fair labour practice and to comply with international standards of employment.
Promotion of Administrative Justice Act, Act 3 of 2000	To give effect to the right to administrative action that is lawful, reasonable and procedurally fair and to the right to written reasons for administrative action as contemplated in Section 33 of the Constitution of the Republic of South Africa, 1996 and to provide for matters incidental thereto.
Promotion of Access to Information Act, Act 2 of 2002	To give effect to constitutional right of access to any information held at the State and any other entity. The Act promotes openness and transparency in respect of the information held in the custody of the State. The Mpumalanga Department of Education must account to the general public, the Provincial Legislature and the Human Rights Commission and any other stakeholder who follow the due process.
Promotion of Equality and Prevention of Unfair Discrimination Act, Act 4 of 2000	This Act gives effect to Section 9 read with item 23 (1) of Schedule 6 of the Constitution, to prevent and prohibit unfair discrimination and harassment; to promote equality and eliminate unfair discrimination; to prevent and prohibit hate speech; and to provide for matters connected therewith.
Education White Paper 5	Education White Paper 5 on Early Childhood Development (2000) provides for the expansion and participation of 5-year-olds in pre-school reception grade education, for the improvement in the quality of the programmes, curricula and teacher development. (0-4 and 6-9-year- olds).
Education White Paper 6	Education White Paper 6 on Inclusive Education (2001) describes the implementation of inclusive education at all levels of the system to include vulnerable learners, remove learning barriers, targeted support structures and mechanisms to improve the retention of learners in the system.
Education White Paper 7	Education White paper 7 is about e-education and the use of ICT to accelerate achievement. It describes connecting teachers and learners to each other to share ideas and information, support services and providing platforms of learning for education reform.
National Curriculum Statement for Gr 10-12.	The National Curriculum Statements embody the vision for general education to move away from rote learning model to a learner-centred outcomes-based approach. In line with training strategies, the reformulation is intended to allow greater mobility between different levels and between institutional sites, as well learning pathways. Its assessment, qualifications, competency and skills-based framework as to promote the integration of knowledge and skills through encouraging the development of curriculum models that are aligned to the NQF in theory and practice.
National Policy on Prevention and Management of Learner Pregnancy in Schools (2022)	The policy seeks to create an enabling environment that supports all learners and prevents discrimination and stigmatisation of pregnant learners. Prevention of learner pregnancy through access to comprehensive pregnancy prevention information and sexual reproductive health (SRH) services. The policy commits the Department to strengthening access to comprehensive sexuality education (CSE) for learners which will equip them with knowledge, skills and values, promote health-seeking behaviours, as well as ensure access to SRH services for access to combination prevention methods.

8. Organisational Structure



9. Entities reporting to the MEC.

The Table Below Indicates the Entities that Report to the MEC

Name of Entity	Legislative Mandate	Financial Relationship	Nature of Operations
Mpumalanga Regional Training Trust	Skills Development Act, the Public Finance Management Act (PFMA)	Transfer Payments	Mpumalanga Regional Training Trust (MRTT) is mandated to develop the human resource base of the Mpumalanga Province through the provision of experiential, practical, technical, hospitality, tourism, entrepreneurship and life skills training

PART | B

Performance Information

1. Auditor-General's Report: Predetermined Objectives

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

Refer to page **232** of the Report of the Auditor-General, published as Part F: Financial Information.

2. Overview of Departmental Performance

2.1. Service Delivery Environment

Under the leadership of the MEC, the department has introduced several policy changes aimed at addressing longstanding issues. The department has moved away from prioritizing Funza Lushaka Bursary holders for teaching positions, opting instead to equally consider all qualified candidates. This decision responds to public concerns and aims to create a more equitable hiring process. A substantial budget has been allocated to various educational initiatives, including R1.4 billion for school infrastructure improvements. Despite these efforts, the department faces several challenges, including undocumented learners, Infrastructure Backlog and Staffing Shortages. The Mpumalanga Department of Education is making strides towards reform and improvement, it continues to navigate a complex political landscape characterized by policy changes, external scrutiny, and internal challenges.

Early Childhood Development

The department recognises and appreciates the contributions that our Stakeholders have made in ensuring that ECD is a priority and also assisting in creating a conducive environment for child development. In April 2024, the Development Bank of Southern Africa (DBSA), in partnership with Mama's Alliance and TREE, funded the refurbishment of 10 rural ECD centres. These upgrades included child-friendly classrooms, sickbays, ablution facilities, administrative offices, and fully equipped kitchens, benefiting approximately 490 children. The Minister of Social Development, Ms. Lindiwe Zulu, officially handed over a newly built ECD facility to the Nazarene Edu-care Centre in Mqobaneni Village. The centre now provides early learning opportunities for 118 children aged 0-4 years, with 70 of them receiving a daily subsidy from the Department of Basic Education. Penreach, in collaboration with BRIDGE, has established Communities of Practice (CoP) to promote coordination in the ECD sector. They offer training for ECD practitioners using the BRIDGE Quality Toolkit and provide accredited National Qualifications Framework (NQF) Level 4 training, empowering practitioners and enhancing the quality of early education.

Reading for meaning

Poor Reading for Meaning has been a challenge with our learners, and it is an indication that there is limited access to books, libraries, and digital content in many rural schools. Language learning barriers have been also caused by learners being often taught in a language they do not speak at home, leading to poor comprehension. Teachers were trained on reading strategies and languages and schools were provided with Grade 3 African languages.

The Mpumalanga Department of Education, with national support initiated several efforts like Early Grade Reading Programme (EGRP)which focuses on building foundational literacy in Grades R–3. Reading camps and clubs which are community-based interventions aimed at encouraging reading outside of school. Dial-a-Tutor and ICT tools to help support comprehension through multimedia platforms

School Infrastructure

Numerous infrastructure projects, including the Mkhondo Boarding School and Vaal River Special School, have faced delays due to issues such as poor contractor performance and insufficient budgets. Schools, particularly in growing urban areas like Mbombela, are experiencing overcrowding. The department has resorted to using mobile classrooms, which often lack essential amenities like electricity and air conditioning, to alleviate the pressure. Facilities for learners with disabilities are critically lacking. Masinakane Special School has been using converted classrooms as makeshift hostels since 2019, and the temporary boarding facilities introduced in 2022 have been deemed unsafe, leading to fines from the Department of Labour. Recent storms have damaged several schools in the Gert Sibande and Nkangala districts. However, the department's slow response and low expenditure of infrastructure grants have delayed repairs, leaving many schools in unsafe conditions.

2.2. Service Delivery Improvement Plan

Main Services and Standards

Main services	Beneficiaries	Current/Actual Standard of Service	Desired Standard of Service	Actual Achievement
Issue replacement/ duplicate matric certificates	Former Matriculates, Employment institutions; and institutions of higher learning	Current time taken to process the applications from the time it is received until it leaves the DBE	Reduce the time taken to process the application from 10 days to seven (7) days	On average, it takes two (2) weeks to issue a replacement/duplicate matric certificates
Statement of results	Former Matriculates	Issued within two (2) hours to 95% of the applicants	Issued to all applicants within two (2) hours of the application being received	Applications received, are processed within two hours.

Batho Pele Arrangements with Beneficiaries (Consultation Access, etc.)

Current/Actual Arrangements	Desired Arrangements	Actual Achievements
Consultation	Clients are consulted through meetings	Meeting held with all stakeholders regarding the delivery of education in the schools.
	1 meeting per District with underperforming principals	Conducted four (4) meetings with underperforming principals.
	4 Quarterly Reviews	Four quarterly performance reviews conducted.
Access	1 SGB meeting per annum	Four quarterly meetings held with SGB's.
	Annual Surveys	Surveys on NSNP conducted in schools.
	Service Points	1635 schools, 24 Independent schools, 71 circuits, 18 Special schools, 04 District Offices and Head Office.

Current/Actual Arrangements	Desired Arrangements	Actual Achievements
Courtesy	Systems in place for customer care and staff. The use of Department incidents report mechanism	Departmental Hotline, Presidential hotline, Departmental website and a use of social media Platform.
	Service to be accessed through 1635 public school, 24 Independent, 18 Special Schools, 17 EDC Centres,4 district offices, 1 MSTA, 1 ECDI, 1 MRTT, Head office	All centres were accessible, and services rendered.
	Display of Service charter and Service Standards on the Department website, that indicates our services, working hours and location	Service charter and service standards displayed on the department website.
	4 districts to have a clear signage	All districts have a clear signage.
	100% of staff to wear name tags	Not Achieved pending the procurement of Name tags and updating data of employees.
	All service points to be physically, socially and culturally accessible.	90% of schools have access to ramps and ablution facilities that are wheelchair friendly.
	Use of Sign Language and indigenous language	Teacher and learners capacitated on Sign language and indigenous languages in schools.
Information	Information in braille and indigenous languages	Teachers are trained on braille and indigenous languages.
	Workshops/ Trainings	Teachers capacitated on Mathematics, Languages, ICT, HIV and AIDS and Life Skills subject content and facilitation skills
	Distribution of previous papers to all learners	Previous question papers were accessed through Departmental website (E-learning portal)
	Department website	Accessible an updated regularly.
	Radio broadcast	1920 Radio broadcasting through Community radio conducted. 120 Radio broadcasting through Radio Pulpit conducted.
Openness and transparency	Annual reports to be on the Department website	Annual Reports published on the Departmental website annually.
	Sending Emails to all officials daily	Officials access emails daily through the Outlook program.
Redress	All complaints, queries and inputs to be attended to within 10 working days	All complains, queries and inputs are attended to within 10 working days.
	100% Recording of complains	100% achieved
Value for money	Providing effective service 5 days, a week, to give beneficiaries value for money	The Department operates Monday – Friday from 7h45-16h15
	Assessment and improved results 77%	84.9%

Service delivery information tool

Current/Actual Information Tools	Desired information tools	Actual Achievements
Tools Teaching and learning	100% distribution of Tools for teaching and learning to all services centres	100%
Interventions	100%	100% Distribution of interventions guides for GET and FET phase of the Department.
Meetings and workshops	100%	▪ Microsoft Teams ▪ Zoom ▪ Physical meetings/workshops
Learner teacher support material (LTSM)	100% LTSM	▪ Dial-a-tutor to assist learners ▪ Broadcasting of radio lessons. ▪ Career guidance exhibition for Grade 10 to 12 learners to help them to make informed decisions in line with the economic needs of the province.
Radio station	Radio Stations 15 Community Radios 01 Pulpit Radio	▪ 2040 broadcast lessons ▪ Announcements ▪ Consultations ▪ Media briefing ▪ Community participation
Department website	80% usage	20% usage
Circulars	Circulars	100% achieved
Social media	50% social media	Facebook: 75% (15 live streams, 25 video clips and 188 pictures posted) WhatsApp: 95%

Complaints mechanism

Current/Actual Complaints Mechanism	Desired Complaints Mechanism	Actual Achievements
Phone	All calls are monitored and records kept for all complaints on weekly basis and have service evaluation	19 calls received and resolved.
Email	Responding to all emails and respond to queries report weekly	01 query received and resolved through enquiry@mpu.gov.za
Presidential hotline	Monitored all complaints and ensure all Departments respond to queries and report weekly	National Baseline of 90% was exceeded. (99% cases resolved) 19 cases received (18 solved and 1 pending)
Complaint register	Monitoring the complaint register and respond within 5 working days	All complains were recorded in the electronic register.

2.3. Organisational Environment

The organizational framework of the MDoE consists of the Provincial Head Office, District Offices, Circuit Offices, Public Ordinary and Special Schools, District Teacher Development Centres, a Mathematics, Science and Technology Academy, an Early Childhood Development Institute, and the Mpumalanga Regional Training Trust, a public entity answerable to the Department. The Department continues to foster a versatile and efficient organizational culture while constantly improving its business processes and systems. The Head Office, together with four district offices, is organized to improve the quality of education delivery and comprehensively support teaching and learning in our schools. Strategic appointments and targeted equity interventions done show a commitment to inclusive and accountable education service delivery. The department is servicing 1635 Public Ordinary and Special Schools Categorized into Quintiles 1–5 and within those, Quintiles 1–3 are No Fee Schools.

The department established Supporting Institutions that are aimed at advancing the educational needs of Teachers and learners for the purpose of providing quality education through District Teacher Development Centres, Mathematics, Science and Technology Academy, Early Childhood Development Institute and Mpumalanga Regional Training Trust (Public Entity).

Table: Mpumalanga Department of Education Institutions

Institutions	Number
Public Ordinary Schools	1635
Public Special Schools	18
Subsidised Independent Schools	24
Provincial Office	1
District Offices	4
Circuits Offices	71
MSTA	1
ECDI	1
District Teacher Development Centres	17
Special Care centres	5
Non-subsidised Independent schools	111
Early Childhood Development Centres	1300

Source: MDoE 2024 EMIS Data

The Department continues to offer a responsive and efficient organisational culture and to improve its business processes and systems on an ongoing basis. The Head Office and four district offices are designed to advance excellence in quality education provision and maximally support teaching and learning in our schools. Every decision taken is and will continue to be informed by the need to improve learner outcomes, and to provide more equitable access to quality education and skills of the changing world across the province.

The department is making progress towards complying to Employment Equity, as there is 35.7% female representation in executive management and 40% in senior management. The department is committed to frameworks like SADC

Gender Protocol, NDP 2030 and WEGE (Women's Emancipation and Gender Equity) Policy. Procurement Equity has been prioritised by ensuring 11% of the department's procurement was awarded to youth owned businesses; 40% was awarded to women-owned businesses and 1% was awarded to businesses owned by people with disability

Vacancy rate

The department has experienced a high level of natural attrition which has a negative impact on the level of staff's experience. The Department has advertised posts and interviews were concluded to deal with the high vacancy rate of 46.95% in offices and 15.01% in schools that existed in the previous financial year.

Mpumalanga Department of Education vacancy rate as per the approved structure as amended

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administration, Permanent	2 712	2 051	24,40	4
Early Childhood Development, Permanent	1 737	1 693	2,50	4
Examination And Education Related Services, Permanent	4	4	0	0
Infrastructure Development, Permanent	60	46	23,30	0
Public Ordinary School Education, Permanent	39 074	36 263	7,20	772
Public Ordinary School Education, Temporary	14	14	0	0
Public Special School Education, Permanent	1 130	975	13,70	2
TOTAL	**44 731**	**41 046**	**8,20**	**782**

Challenges

Poor or no access to electricity, internet, and digital tools limits digital learning potential, especially in rural areas. Marginalized groups (e.g., girls, children with disabilities, ethnic minorities) often face barriers to access and Socioeconomic disparities result in unequal access to quality education. Mismatches between the language of instruction and local languages affects learners' ability to read for meaning. Conflict, political unrest, disrupt service delivery, especially during the execution of infrastructure projects. Floods and other climate-related events damage school infrastructure and disrupt learning.

2.4. Key Policy Developments and Legislative Changes

Basic Education Laws Amendment Bill (BELA Bill)

The Bill addresses the inclusion of Grade R education as compulsory schooling under the South African Schools Act, ensuring equitable access to education for all children. It also aims to revise the admission and language policies of schools, transferring decision-making authority from School Governing Bodies (SGBs) to the Head of Department (HOD). This change was prompted by instances of discriminatory admission practices observed in some schools. It further proposes measures to prevent the unnecessary disruption of schooling due to community protests or other causes, including criminalizing such actions and introduces penalties for parents who deliberately keep their children out of school for extended periods. Various aspects are addressed regarding home schooling, requiring

parents to register their home-schooled children with the Department and specify the curriculum being used and it also mandates independent assessments of home-schooled children's progress to ensure they receive quality education. The BELA Bill aims to strengthen the accountability of School Governing Bodies (SGBs) regarding financial management, requiring quarterly financial reporting and granting the HOD authority to investigate cases of financial mismanagement and proposes reforming of learner codes of conduct, emphasising community involvement in their development and providing guidelines for addressing serious misconduct. It reiterated the abolition of corporal punishment in schools and expanded the definition to include non-physical forms of punishment that undermine a child's dignity. The BELA Bill addresses teenage pregnancy in schools, focusing on ensuring pregnant students' access to education and providing guidance on managing such situations within the school environment. The bill was passed by the legislature and awaiting signature by the President

3. Achievement of institutional impacts and outcomes

All South Africans have a right to basic education and the Bill of Rights obliges the government to progressively make education available and accessible to everyone through reasonable measures. Human resources constitute the ultimate basis for the wealth of a nation, and it is therefore vital that a country develops the skills and knowledge of its residents for the greater benefit of all. The Mpumalanga Department of Education has made notable strides in improving educational outcomes, despite facing significant challenges

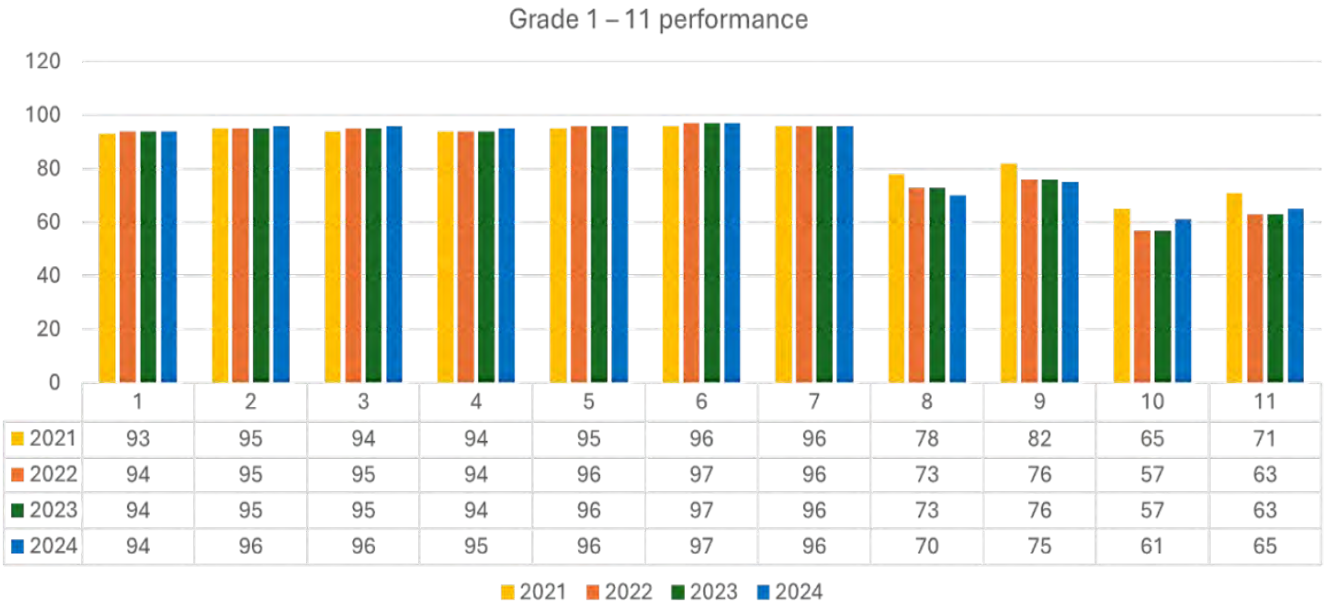
Early childhood Development

Early Childhood Development (ECD) in Mpumalanga has seen significant advancements in recent years, driven by both government initiatives and partnerships with civil society organizations. Mpumalanga hosts numerous ECD centres across various municipalities.

In the 2024 fiscal year, the Mpumalanga Department of Education allocated R1.1 billion to Early Childhood Development services, emphasizing the importance of the foundation phase in education. The Department set aside R11 million for the maintenance and upgrading of ECD centres, ensuring they meet the necessary standards for quality early education. The department managed to subsidise 70 887 children accessing ECD programs and 1300 community based ECD centres were registered. The department managed to enrol 69221 Grade R learners in 1066 public ordinary schools. Currently the department has trained 400 ECD practitioners on NQF Level 4. The Department intends to increase access through recruitment and mass registration 2025/26 financial year. These strategies will assist to realise the ECD target in the next five years of registering 83% of children 0-4 cohort and 95% of children 5-6 cohort. It is envisaged that by 2025, 85% of the Grade R workforce will be professionally qualified and that by 2027 academic year, Grade R practitioners have a minimum of Level 6 NQF qualification. The department is in the process of putting systems in place ensure registration of ECD centres is standardised and made easy.

Figure below presents the provincial end of the year performance results for grades R to 11. The results indicate a concerning decline in pass rates as learners progress from Grade R to 11. However, Grade 12 performance in the Further Education and Training (FET) band surpasses that of the Senior Phase. These findings highlight areas within the education system requiring strengthening to achieve the Grade 12 department's 95% pass rate target for the five-year target

Figure: 2024 End of the year Provincial Performance Gr 1- 11



	1	2	3	4	5	6	7	8	9	10	11
2021	93	95	94	94	95	96	96	78	82	65	71
2022	94	95	95	94	96	97	96	73	76	57	63
2023	94	95	95	94	96	97	96	73	76	57	63
2024	94	96	96	95	96	97	96	70	75	61	65

Source: MDoE End of the year results for 2024

Maths Science and Technology (MST) Strategy

The focus of the Maths Science and Technology (MST) strategy is to strengthen the implementation of the National Development Plan (NDP) and the Action Plan 2019 by increasing the number of learners taking Maths, Sciences, Engineering and Technology (STEM) subjects, improving the success rates in the subjects and improving teacher capabilities. Through the Academy the department was able provide consumables and ICT resources to the MSTA schools. Conducted school-based MST Competition for 15000 learners, district-based and provincial-based Mathematics Advancement Competition (MAC), Science Advancement Competition (SAC) and Technology Advancement Competition (TAC) for qualifying learners. Recorded 100 lessons for Mathematics GET, Mathematics FET, Natural Sciences, Electrical Technology and Technology GET subjects. Conducted MSTA Advocacy campaign reaching 700 grade 5-7 learners to increase participation in MST subjects. Trained 420 Mathematics Grade 3, 6 and 8-12 teachers on content knowledge (CK) and pedagogical content knowledge (PCK)

Grade 12 Performance

In 2024, the province recorded an 84.9% pass rate in the National Senior Certificate, representing a significant rise from 77% in 2023. The provincial pass rate goal for 2024 was established at 83%, and it is uplifting that the 2024 Grade 12 Class in Mpumalanga Province surpassed this target by 1.9%, achieving an overall pass rate of 84.9%. This indicates that from the 64,201 candidates who took the NSC, 54,567 were successful. This pass rate represents a 7.9% increase from the 77% pass rate achieved in 2023. This enhancement established Mpumalanga as the sixth-best performing province in the country. Initiatives to support struggling schools comprised weekend classes, winter and spring camps, and collaborations with organizations such as Penreach and Protec. These efforts were designed to improve achievement in areas like Mathematics and Science. The 27 technical secondary schools attained an 83.7% pass rate, allowing numerous students to access higher education.

27,885 students became eligible to enrol in bachelor's programs. This marks a rise from the 21,819 individuals who achieved bachelor passes in 2023 and reaffirms the overall quality of the results, which increased by 10.1% from 33.3% to 43.4%, surpassing the target by 3.4%. These students can be allowed to continue their education at any university within our nation or internationally. Certainly, this is pleasant to hear. A total of 17,775 of these students are eligible to enrol in Diploma programs. This represents a rise of 363 in relation to the 17,412 that qualified in 2023.

Table below showcases the quality of passes achieved by the class of 2024, who, despite facing numerous challenges and obstacles, managed to attain a commendable outcome. This cohort of candidates demonstrated resilience and determination, resulting in an impressive performance.

Performance trend (2020 -2024)

Table: 2024 NSC Percentage Pass per Category compared with DBE

	YEAR	Total Wrote	PERCENTAGE THAT PASSED PER CATEGORY									
			WITH BACHELORS		WITH DIPLOMA		WITH HIGHER CERTIFICATE		WITH NSC		TOTAL ACHIEVED	
			No.	%	No.	%	No.	%	No.	%	No.	%
Mpumalanga	2019	43 559	14 228	32,7	13 124	30,1	7 627	17,5	16	0,04	34 995	80,3
	2020	53 391	16 251	30,4	14 421	27,0	8 677	16,3	18	0,03	39 367	73,7
	2021	66 758	21 044	31,5	16 949	25,4	11 121	16,7	21	0,03	49 135	73,6
	2022	67 367	22 576	33,5	18 068	26,8	11 096	16,47	11	0,02	51 751	76,8
	2023	65 534	21 819	33,3	17 412	26,6	11 196	17,1	2	0,00	50 429	76,95
	2024	64201	27885	43,4	17775	27,7	8807	14	10	0.02	54567	84,99
DBE	2019	504 303	186 058	36,9	144 672	28,7	78 984	15,7	105	0,02	409 819	81,3
	2020	578 468	210 828	36,4	150 600	26,0	79 117	13,7	61	0,01	440 598	76,2
	2021	704 021	256 031	36,4	177 572	25,2	103 859	14,9	103	0,01	537 565	76,4
	2022	725 146	278 814	38,4	193 357	26,7	108 159	14,9	117	0,02	580 447	80,1
	2023	691 160	282 894	40.9	187 876	27,2	101 973	14,8	96	0,0	57 2983	82,9
	2024	**705 291**	**337158**	**47,8**	**188748**	**26.8**	**89244**	**12,7**	**121**	**0,017**	**615429**	**87.3**

Source: Mpumalanga Department of Education, 2024

Figure: District Performance

Throughput Rate

Notably, Mpumalanga learners who wrote Grade 12 examinations in 2024 achieved a throughput rate of 76.5%, surpassing the 50.3% rate in 2014. This record is the highest since democracy and indicates progress towards the National Development Plan (NDP) target of 80%. The department has targeted a throughput rate of 85% over the next five years.

Special Needs Education

The inclusive education model actively promotes and places emphasis on society adjusting to the person and removing obstacles in the environment, attitudes and services, rather than disabilities or difficulties in the development of the child, by providing quality and continuous support at all levels with the aim of achieving educational outcomes and recognising individual potential. The department has managed to employ 21 therapists/specialist staff, 453 teachers, enrolled 4029 learners, screened 65 learners ages 0-8 for developmental delays and trained 900 teachers on SIAS policy. Trained 160 teachers on Curriculum Differentiation. Trained 520 teachers on Hearing Impairment, 450 teachers on visual impairment and 520 teachers on Intellectual Disabilities.

The e-Leaning Strategy

The Ubuhlebuzile e-learning pilot programme in Mpumalanga offers numerous benefits for students. By providing pre-loaded tablets with digital textbooks and free monthly data, it enhances access to educational resources and

promotes a more organized learning environment. 218 schools piloting coding and robotics curriculum were provided with ICT resources; teachers were trained on the usage of resources and schools were also monitored and supported on the implementation of the programme.

School Safety

The Department's School Safety and Security Policy encompasses all measures taken to combat threats to leaners, teachers and school staff including school property. Social Crime prevention programmes conducted in identified schools in the province to curb violence in schools. The department ensured that School Safety committees were trained on their roles and responsibilities, 100 schools were identified for monitoring and support to ensure that the school safety committees were 100% functional.

Boarding School strategy

The Mpumalanga Department of education has developed and implemented the boarding school strategy to improve access on the quality of education for poorer communities. The strategy seeks to do away with small and farm school where learners do not have access to good quality education.

Finance /Budget allocation

The Department allocated, 1. 01 billion Rands to deliver ECD services for Grade R and earlier stages, in line with White Paper 5. 11 million Rands have been designated for the upkeep of ECD Centres in this fiscal year. The provision of quality education in the province remains a priority, the Department set aside R870 million for transfer to schools, R10 million for the School Fee exemption subsidy, and R413 million for LTSM.

To guarantee that the province enhances learner performance across all grades and in the National Senior Certificate Examination Results, the Department allocated R25 million. The Department has allocated R28 million to support the school's sports initiatives, while R942 million has been designated for the National School Nutrition. The department intends guarantee that learners succeed in Maths, Science, and Technology, the Department allocated R 38 million for the OR Tambo Mathematics, Science and Technology Academy, and an amount of R126 million has been designated for Digital School Connectivity (Ubuhlebuzile e-learning).

Employment Equity and Disability

In terms of employment equity, the MDoE has been working to implement a Human Resource Plan that includes an Employment Equity Plan aimed at improving representation and support for persons with disabilities within its workforce. The department is also focused on enhancing educational services and programs for learners with disabilities, ensuring that they receive quality education in an inclusive environment. This aligns with national initiatives under the Department of Basic Education (DBE), which emphasizes access, equity, and inclusivity in education. The commitment to improving conditions for disabled learners is crucial, especially considering ongoing budget constraints and the pressing need for enhanced infrastructure and resources in schools across the province. In the light of the above, to further promote gender responsiveness, the department has prioritized targeted interventions, including allocating 40% of procurement to women-owned businesses and 11% to businesses owned by persons with disabilities

Table: 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	
Managers	94	0	1	6	74	1	2	4	182
Professionals	10 549	13	55	505	21 372	63	116	1 990	34 663
Technicians & Associate Technical Occupations	27	0	0	0	23	1	0	2	53
Protect Rescue Social Health Science Support Pers	49	0	0	0	145	0	0	1	195
Clerical Support Workers	842	0	0	4	1 954	6	3	107	2 916
Plant & Machine Operators & Assemblers	58	0	0	0	5	1	0	0	64
Elementary	1 455	1	0	6	1 503	2	0	6	2 973
Total	**13 074**	**14**	**56**	**521**	**25 076**	**74**	**121**	**2 110**	**41 046**
Employees with disabilities	**32**	**0**	**0**	**2**	**25**	**0**	**0**	**1**	**60**

4. Institutional Programme Performance Information

4.1. Programme 1: Administration

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

Programme 1 has the following sub-programmes:

Sub-programme 1.1: Office of the MEC

Sub-programme 1.2: Corporate Services

Sub-programme 1.3: Education Management

Sub-programme 1.4: Human Resource Development

Sub-programme 1.5: Education Management Information System (EMIS)

The programme renders administrative support to the core business of the Department (teaching and learning, and skilling out of school youth) which is expressed in Outcome 1 to 6. It provides a platform to priority 3 of the sixth administration which is Education, Skills and Health. The programme contributes directly to the achievement of Outcome 1 – 4 and indirect with relation to Outcome 5 – 6 in terms of rendering the administration service towards attainment of the outcomes.

No.	Outcome
Outcome 1	Improved school-readiness (Access/Quality).
Outcome 2	10-year-old learners enrolled in publicly funded schools read for meaning.
Outcome 3	Youths better prepared for further studies and the world of work beyond Grade 9.
Outcome 4	Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.

Report of originally tabled Annual Performance Plan until date of re-tabling of Outcomes, Outputs, Output Indictors and Targets

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 to the Annual targets
Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.	School administration and Management system implemented	SOI 101: Number of Public Schools that use the South African School Administration and Management System (SA-SAMS) or any alternative electronic solution to provide data.	1 666	1 647	1666	1635	31	Closure of non-viable schools through the rationalisation process
	Effective School Communication system implemented	SOI 102: Number of Public Schools that can be contacted electronically (e-mail).	1 666	1 647	1666	1635	31	Closure of non-viable schools through the rationalisation process
PROVINCIAL PROGRAMME INDICATORS								
Outcome 1-4	Public Schools visited at least twice per year by district officials	POI: 1.1 Number of schools that are monitored for implementing improvement plans based on monitoring findings of district officials	1 666	1647	1666	1635	31	Closure of non-viable schools through the rationalisation process
Outcome 1-4	Qualified Grade R-12 teachers aged 30 and below appointed	POI:1.2 Number of qualified Grade R-12 teachers aged 30 and below, entering the public service as teachers for the first time during the Financial Year.	539	1159	250	1 087	837	The output is as at the third quarter
School physical infrastructure and environment that inspires learner to learn and teachers to teach	Enhanced teaching and learning through connectivity	POI: 1.6 Percentage of learners having access to information through	38%	46.9%	65.9%	65.9%	0	None
		(a) Connectivity (other than broadband); and	13%	5.5%	5%	5%	0	
		(b) Broadband.						

Report against the re-tabled Annual Performance of Outcomes, Outputs, Output Indictors and Targets

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
Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.	School administration and Management system implemented	SOI 101: Number of Public Schools that use the South African School Administration and Management System (SA-SAMS) or any alternative electronic solution to provide data.	1 666	1 647	1635	1635	0	None
	Effective School Communication system implemented	SOI 102: Number of Public Schools that can be contacted electronically (e-mail).	1 666	1 647	1635	1635	0	None
	Optimal distribution of financial, physical and human resources across the system.	SOI 103: Percentage of education expenditure going towards non-personnel items.	21,7%	22,1%	16%	21,2%	5.2%	The department prioritised non-personnel items to enhance service delivery
PROVINCIAL PROGRAMME INDICATORS								
Outcome 1-4	Public Schools visited at least twice per year by district officials	POI: 1.1 Number of schools that are monitored for implementing improvement plans based on monitoring findings of district officials	1 666	1647	1635	1635	0	None
Outcome 1-4	Qualified Grade R-12 teachers aged 30 and below appointed	POI:1.2 Number of qualified Grade R-12 teachers aged 30 and below, entering the public service as teachers for the first time during the Financial Year.	539	1159	1100	1440	(340)	More vacancies were budgeted for and filled

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
Outcome 1-5	Women owned business awarded with departmental contracts	POI: 1.3 Percentage of Department's procurement awarded to women-owned businesses.	18%	51%	40%	40%	0	None
	Youth owned business awarded with departmental contracts	POI: 1.4 Percentage of Department's procurement awarded to youth-owned businesses.	4%	5%	30%	11%	29%	Youth owned businesses are largely not bidding for procurement, and or their companies are not registered for commodities in line with needs of the Education sector.
	Persons with disability owned business awarded with departmental contracts	POI: 1.5 Percentage of Department's procurement awarded to people with disability-owned businesses	0%	1%	7%	1%	6%	Companies owned by persons with disabilities are largely not bidding for procurement, and or their companies are not registered for commodities in line with needs of the Education sector.
School physical infrastructure and environment that inspires learner to learn and teachers to teach	Enhanced teaching and learning through connectivity	POI: 1.6 Percentage of schools having access to information through	38%	46.9%	65.9%	65.9%	0	None
		(a) Connectivity (other than broadband); and	13%	5.5%	5%	5%		
		(b) Broadband.						

**Connectivity (other than broadband)*

*** Broadband*

Linking performance with budgets

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
Office of the MEC	12 754	12 826	(72)	13 493	12 095	1 398
Corporate Services	808 671	795 369	13 302	670 306	647 647	22 659
Education Management	809 728	801 986	7 742	751 618	750 473	1 145
Human Resource Management	11 029	0	11 029	363	73	290
Education Management Information Systems	0	10 706	(10 706)	66 797	88 809	(22 012)
Total	**1 642 182**	**1 620 887**	**21 295**	**1 502 577**	**1 499 097**	**3 480**

Strategy to overcome areas of under performance

Encourage youth owned businesses and businesses owned by persons with disabilities to bidding for procurement and register for the commodities in line with needs of the Education sector.

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

The Department enhanced the utilization of SA-SAMS, aided by the LURITS administrators located in all 71 circuit offices, which also enabled the provision and use of reliable and comprehensive data to guide future policy decisions and resource distribution. Additional trained circuit the SA-SAMS Administrators who connect directly with schools and circuits, verify schools' databases for compliance with LURITS uploads. Validation elements are integrated within the SA-SAMS software package to prevent incomplete and incorrect data from being recorded in SA-SAMS prior to the deployment of databases to the Provincial data warehouse and LURITS. All schools were observed throughout the year in question to assist with school administration, financial oversight, curriculum delivery, general school management, and more. These support visits were carried out by curriculum implementers, circuit managers, monitoring and evaluation (M&E) officials, finance personnel.

4.2. Programme 2: Public Ordinary Schools

Purpose: To provide ordinary education from Grades 1 to 12 in accordance with the South African Schools Act, 1996.

Programme 2 has the following sub-programmes:

Sub-programme 2.1: Public primary schools

Sub-programme 2.2: Public secondary schools

Sub-programme 2.3: Professional services

Sub-programme 2.4: Human resource development

Sub-programme 2.5: In-school sports and culture

Sub-programme 2.6: Conditional grants.

The programme: Public Ordinary School Education accommodates and contributes to the attainment of three Outcomes as listed below: Outcome 2 – 4 as per the 2020– 2025 strategic plan:

No	Outcome
2	10-year-old learners enrolled in publicly funded schools read for meaning.
3	Youths better prepared for further studies and the world of work beyond Grade 9.
4	Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.

Report of originally tabled Annual Performance Plan until date of re-tabling of Outcomes, Outputs, Output Indictors and Targets

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 to the Annual targets
10-year-old learners enrolled in publicly funded schools read for meaning	Enabling eLearning/ blended teaching	SOI 201: Number of schools provided with multi-media resources.	245	101	101	400	(299)	More schools were provided with multi-media resources due to additional funding
Youths better prepared for further studies and the world of work beyond Grade 9 (incl. Outcome1 & 4)	No- fee benefits provided in schools	SOI 202: Number of learners in no fee public ordinary schools in line with the National norms and standards for school funding	1 011 494	994 799	1011 727	0	1011 727	Learners were not funded according to National Norms and Standards for school funding, however 1012 555 benefitted from the no-fee Policy
PROVINCIAL PROGRAMME INDICATORS								
Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa	Teaching post to be filled per academic year	POI 2.1: Percentage of schools where allocated teaching posts are all filled	50.1%	50%	94%	67%	27%	The output is as at the third quarter and was adjusted due to availability of funds.
	Safe, active and social friendly schools	POI 2.3: Percentage of sampled schools with functional school safety committees	90%	91%	87%	100%	(13)	The achievement is due to the monitoring and support offered to schools

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 to the Annual targets
	Effective schools' governance structures	POI 2.6: Percentage of SGBs in sampled schools that meet minimum criteria in terms of effectiveness every year.	88%	100%	90%	100%	(10)	The achievement is due to the monitoring and support offered to schools
	Learners undertaking School readiness	POI 2.9: Percentage of learners enrolled for grade R undertaking school readiness assessment	New	20%	32%	43%	(11%)	Advocacy campaigns conducted resulted in more learners being enrolled
	Lesson plans developed	POI 2. 11: Number of Primary schools using Grades 1-3 Lesson plans for literacy in home language	246	289	1200	269	931	The output is as at the third quarter and the target was reduced from 1200 to 200 due to budget shortfall and reprioritisation
	Performance management monitored	POI 2.12: Number of schools monitored and supported on QMS implementation	New	New	900	237	663	The output was as at the third quarter and the target was reduced from 900 to 400 due to budget shortfall and reprioritisation
	Teacher professional growth, through the PTDI and DTDC	POI 2.13: Number of teachers supported through the training programmes delivered through the PTDIs and DTDCs	New	New	2500	528	1972	The output is as at the third quarter; and the target was reduced from 2500 to 1000 due to budget shortfall and reprioritisation

Report against the re-tabled Annual Performance of Outcomes, Outputs, Output Indictors and Targets

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
10-year-old learners enrolled in publicly funded schools read for meaning	Enabling eLearning/ blended teaching	SOI 201: Number of schools provided with multi-media resources.	245	101	400	400	0	None
Youths better prepared for further studies and the world of work beyond Grade 9 (incl. Outcome1 & 4)	No- fee benefits provided in schools	SOI 202: Number of learners in public ordinary schools benefitting from the No Fee School Policy.	1 011 494	994 799	1011 727	1012 555	(828)	The growth is due to parents choosing to enrol learners in no-fee schools
	Capacitated foundation phase teachers on reading methodology	SOI 203: Number of foundation phase teachers trained in reading methodology	600	840	1000	1000	0	None
	Improved quality of teaching Capacitated foundation phase teachers on numeracy content and methodology	SOI 204: Number of foundation phase teachers trained in numeracy content and methodology	New	1044	1000	1000	0	None
	Capacitated teachers in Mathematics content and methodology	SOI 205 Number of teachers trained in Mathematics content and methodology	2755	1726	1500	1500	0	None
	Capacitated teachers in language content and methodology	SOI 206: Number of teachers trained in Language content and methodology	3 162	3073	2300	2300	0	None

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
PROVINCIAL PROGRAMME INDICATORS								
Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa Outcome 1-4	Teaching post to be filled per academic year	POI 2.1: Percentage of schools where allocated teaching posts are all filled	50.1%	50%	62%	57%	5%	The target could not be met due to high staff turnover during the beginning of the academic year.
	Effective school management processes established	POI 2.2: Percentage of sampled schools producing a minimum set of management documents.	100%	100%	100%	100%	0	None
	Safe, active and social friendly schools	POI 2.3: Percentage of sampled schools with functional school safety committees	90%	91%	100%	100%	0	None
	Nutritious meals provided in schools	POI 2.4: Number of quintile 1-3 schools benefitting from National School Nutrition Programme	1550	1533	1533	1520	13	The decreased number is due to rationalisation and merger of schools
	Primary schools implementing the National Reading Plan	POI 2.5: Number of primary schools monitored for implementing reading strategy	327	399	600	600	0	None

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
	Effective schools' governance structures	POI 2.6: Percentage of SGBs in sampled schools that meet minimum criteria in terms of effectiveness every year.	88%	100%	100%	100%	0	None
	Coding and robotics curriculum implemented in schools	POI 2.7: Number of schools piloting coding and robotics curriculum (implementation of coding and robotics curriculum)	228	228	228	218	10	Not all schools implemented coding robotics due to the fact that they were struggling to accommodate the subject in the school time table
	Learner textbooks on EFAL and Mathematics provided	POI 2.8: Percentage of learners provided with English First Additional Language (EFAL) and Mathematics textbooks in grades 3;6;9 and 12	New	100%	100%	58.75%	41,25%	The variance is due to budget shortfall on LTSM and the funds were allocated in November 2024, hence LTSM could not be procured as planned.
	Learners undertaking School readiness	POI 2.9: Number of learners enrolled for grade R undertaking school readiness assessment	New	20%	29 717	29 710	07	Initially when the target was set it was based on the database of the total number of Grade R learners in the sampled schools. However, during the audit the database was found to have duplicates which means that the target was set with incorrect data. Hence the variance between target and actual achievement

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
	Grade 3 African Languages reading material provided to schools	POI 2.10: Number of schools provided with Grade 3 African Languages reading material	New	0	1000	277	723	Oversight by management priority was given to procurement of other additional EFAL reading material for Grade 3-9, however this was not considered when setting the target
	Lesson plans developed	POI 2. 11: Number of Primary schools using Grades 1-3 Lesson plans for literacy in home language	246	289	200	200	0	None
	Performance management monitored	POI 2.12: Number of schools monitored and supported on QMS implementation	New	New	400	400	0	None
	Teacher professional growth, through the PTDI and DTDC	POI 2.13: Number of teachers supported through the training programmes delivered through the PTDIs and DTDCs	New	New	1000	1000	0	None
	Teacher Appreciated and Supported, and quality teaching provided	POI 2.14: Number of National Teaching Awards (NTA) administered in the province	New	New	5	5	0	None

Linking Performance with Budgets

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
Public Primary Schools	12 611 128	12 573 090	38 038	11 700 615	11 650 825	49 790
Public Secondary Schools	7 788 993	7 791 315	(2 322)	7 401 714	7 412 438	(10 724)
Human Resources Development	23 710	23 632	78	9 538	9 476	62
School Sports, Culture and Media Services	30 611	29 421	1 190	25 700	28 535	(2 835)
Conditional Grants	1 003 648	997 443	6 205	927 700	908 281	19 419
Total	**21 458 090**	**21 414 903**	**43 189**	**20 065 267**	**20 009 555**	**55 712**

Strategy to overcome areas of under performance

General Education and Training (GET):

The department will deploy sufficient resources to deliver key services to schools, which includes LTSM, Personnel and support services. The department to prioritised Provincial programmes as against National Programmes. Improve communication amongst all stakeholders.

The National School Nutrition Programme

The process of closing/ rationalisation of schools to be aligned to all other directorates that feed off EMIS data, which will be finalised after the publication of such schools in the Government Gazette, such Gazette will be finalised in the third quarter of the financial year in order to inform planning.

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

The operations of the Department were hindered by the economic meltdown, and under funding by treasury. This resulted in learners being funded below the minimum National Norms and Standards for School Funding (NNSSF) due to budgetary constraints. During the year under review the department was able to fund quintile 1-3 at R1 222 per learner, Quintile 4 at R615 per learner and Quintile 5 at R228. Monitored and supported school management teams in the management of curriculum, provided instructional leadership, implementation and maintenance of policies in schools. Through implementation of the building blocks for effective school management. A sample of 60 schools was selected, collected data and analysed to determine the implementation of basic management documents in schools. Sixteen documents (incl. among others School Improvement Plans Financial Statements, School Budgets, Period Registers, etc.) in each school were verified by a District official and the results were analysed. All schools were found to be adhering to the building block requirement (100% compliance). Advertised posts were filled in acting capacity and schools topped up with temporary Post Level 1 teachers to mitigate the impact of vacant posts.

Safety is paramount towards the provision of quality education and skills of the changing world. The Department in partnership with Department of Health, Department of Social Development, the South African Police Service (SAPS), communities and other stakeholders created a school and classroom environment that is safe for teaching and learning through the implementation of the Provincial Integrated School Safety Plan. An assessment done on a sample of 100 schools was done to check the functionality of school safety committees and linking of the schools to police stations including the implementation of the adopt a cop programme. The outcome indicates that 85% of school safety committees are functional (however, there are sporadic cases of ill-discipline and bullying by learners and infringement from communities).

The NSNP is a government programme for poverty alleviation which has been initiated to uphold the rights of children to basic food and nutrition. The NSNP fed primary and high-school learners in Quintile 1, 2 and 3 schools. During the year under review, the Department fed 999 685 learners in 1 520 schools. Through the sector integrated reading plan subject advisors were able to monitor 600 primary schools implementing reading strategy. The Department started piloting coding and robotics in line with the Curriculum Assessment Policy Statements (CAPS) in 218 primary schools.

4.3. Programme 3: Independent School Subsidies

Purpose: To support Independent Schools in accordance with the South African Schools Act, 1996.

Programme three has the following sub-programmes:

Sub-programme 3.1: Primary Phase

Sub-programme 3.2: Secondary Phase

The Programme contributes to the attainment of three Outcomes as listed below: Outcome 2 – 4 as per the 2020-2025 strategic plan:

Outcome No.	Outcome Name
Outcome 2	10-year-old learners enrolled in publicly funded schools read for meaning.
Outcome 3	Youths better prepared for further studies and the world of work beyond Grade 9.
Outcome 4	Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.

Report against the re-tabled Annual Performance of Outcomes, Outputs, Output Indictors and Targets (No revision of targets)

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
10-year-old learners enrolled in publicly funded schools read for meaning.	Registered independent schools receive subsidies	SOI 301: Percentage of registered Independent Schools receiving subsidies	18%	16%	18%	18%	0	None
Youths better prepared for further studies and the world of work beyond Grade 9 (incl. outcome 2 & 4)	Leaners in independent schools receive subsidies	SOI 302: Number of learners subsidised at registered Independent Schools	7 791	7 503	7 791	7 791	0	None
Provincial: Programme Output Indicators								
Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.	Quality teaching and learning at subsidised independent schools.	POI 3.1: Number of registered independent schools monitored for implementing improvement plans based on monitoring findings	24	23	24	24	0	None

Linking Performance with budgets

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
Public Primary Schools	17 075	17 076	(1)	16 664	17 241	(577)
Public Secondary Schools	7 153	7 152	1	6 632	5 012	1 621
Total	**24 228**	**24 228**	**0**	**23 296**	**22 252**	**1 044**

Strategy to overcome areas of under performance

The department has developed the Learner Performance Improvement Plan to enhance performance with strict monitoring on implementation and compliance to the National Norms and Standards for School Funding (NNSF).

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

The department managed to transfer subsidy payments to the 24 qualifying subsidised independent schools according to the National Norms and Standards for School Funding. Played an oversight role to the schools throughout the four quarters with principals of subsidised independent schools and their associations to ensure that the monies are spent for intended objectives and that the curriculum of the schools in line with the Department mandate and curriculum policy of the country.

4.4. Programme 4: Public Special Schools

Purpose: To provide compulsory public education in Special Schools in accordance with the South African Schools Act 1996 and White Paper 6 on Inclusive Education, Child Justice Act, Act 75 of 2008, Children's Act, Act 38 of 2005.

Programme four has the following sub-programmes:

Sub-Programme 4.1: Schools

Sub-Programme 4.2: Professional Service

Sub-Programme 4.3: Human Resource Development

Sub-Programme 4.4: Conditional Grants

The Programme contributes to the achievement of Outcome 3 and 4 which are:

No.	Outcome
3	Youths better prepared for further studies and the world of work beyond Grade 9.
4	Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.

Report of originally tabled Annual Performance Plan until date of re-tabling of Outcomes, Outputs, Output Indictors and Targets

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 to the Annual targets
Outcome 2-4	Learners experiencing barriers to learning supported	SOI 402: Number of therapists/ specialist staff in Public Special Schools.	35	23	27	21	6	The target was not achieved due to resignations and promotions
Programme Output Indicators								
Outcome 2-4	Improved Quality education in public special schools	POI 4.1: Number of teachers employed in Public Special Schools.	462	465	472	448	24	The target was not achieved due to normal attrition.

Report against the re-tabled Annual Performance of Outcomes, Outputs, Output Indictors and Targets (No revision of targets)

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
Outcome 2-4	Learners are admitted to public special schools	SOI 401: Number of learners in Public Special Schools.	3 922	3 922	4017	4029	(12)	Special schools are more accessible due to district support
	Learners experiencing barriers to learning supported	SOI 402: Number of therapists/specialist staff in Public Special Schools.	35	23	31	21	10	The target was not achieved due to normal attrition.
Programme Output Indicators								
Outcome 2-4	Improved Quality education in public special schools	POI 4.1: Number of teachers employed in Public Special Schools.	462	465	455	453	(2)	The target was not achieved due to normal attrition.
Outcome 2-4		POI 4.2: Number of special schools monitored for implementing curriculum monitoring findings	18	18	18	18	0	None
	Children with disabilities receiving individualised support	POI 4.3: Number of children ages 0 – 8 provided screening and/or support services for developmental delays and/or disability.	0	102	160	95	65	The variance of 65 is due to Special Care Centres having only 95 learners enrolled in ages 0-8 range/cohort and due to learner drop-out
Outcome 2-4	Capacitated teachers on SIAS Policy.	POI 4.4: Number of teachers trained on SIAS Policy	New	New	900	900	0	None

Linking Performance with Budgets

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
Schools	471 043	469 490	1 553	438 048	431 389	6 659
Human Resource Development	0	0	0	99	255	(156)
Conditional Grant	33 842	33 526	316	34 403	33 393	1 010
Total	**504 885**	**503 016**	**1 869**	**472 550**	**465 037**	**7 513**

Strategy to overcome areas of under performance

Conduct awareness campaigns and introduction of parental Care Programmes to encourage them to register learners in Special Care Centres. Expanding the scope of assessment to ECD centres.

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

The LSPID Programme to expand provision of services to additional care centres and ECD centres in the province. Full implementation of the SIAS Policy and institutionalisation of Curriculum Differentiation, Differentiated Assessment (Accommodations and Concessions) and Psychosocial Support in all schools. Monitoring and supporting the implementation of White Paper No. 6 in all Public schools and mobilise communities on the implementation of the Inclusive Education programmes for out of school youth of school-going age with disabilities.

4.5. Programme 5: Early Childhood Development

Purpose: To provide Early Childhood Development (ECD) at the Grade R and earlier levels in accordance with White Paper 5.

Programme 5 has the following sub-programmes:

Sub-programme 5.1: Grade R in Public Schools

Sub-programme 5.2: Grade R in Community Schools

Sub-programme 5.3: Professional Services

Sub-programme 5.4: Human Resource Development

Sub-programme 5.5: Conditional Grant

The Programme contributes to the attainment of one Outcome as listed below: Outcome 1 as per the 2020 – 2025 Strategic Plan. This outcome is an enabler to the attainment of Outcomes 2 – 4 and 6 in the long run (lifespan of learner in the schooling system and tertiary education).

Outcome No.	Outcome Statement
Outcome: 1	Improved school-readiness (Access/Quality).

Report of originally tabled Annual Performance Plan of Outcomes, Outputs, Output Indictors and Targets

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 to the Annual targets
Improved school-readiness (Access/ Quality).	Registered ECD programmes	SOI 502: Number of registered ECD programmes	518	732	1463	1300	163	The target could not be achieved due to ECD programmes not complying to ECD Norms and Standards
Programme Output Indicator								
Improved school-readiness (Access/ Quality).	Qualifications for Grade R practitioners determined	POI 5.2: Number of Grade R teachers or practitioners with NQF level 6 and above qualification.	1 501	1618	1595	1673	(78)	More practitioners passed their academic requirement than projected
	Gr. R practitioners employed in public ordinary schools	POI 5.3: Number of Grade R practitioners employed in public ordinary schools (incl. qualified teachers serving as Gr. R teachers)	2 064	2041	1600	2032	(432)	Availability of budgets for appointments

Report against the re-tabled Annual Performance of Outcomes, Outputs, Output Indictors and Targets

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
Improved school-readiness (Access/Quality).	Grade R learners accessing public, community and private sites	SOI 501: Number of Public Schools that offer Grade R.	1 066	1 062	1 063	1066	(3)	The achievement is due to 3 schools offering Grade R for the first time
	Registered ECD programmes	SOI 502: Number of registered ECD programmes	518	732	1300	1300	0	None
	Children accessing registered ECD Programmes	SOI 503: Number of children accessing registered ECD Programmes	59825	63590	70 887	70 887	0	None

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
Programme Output Indicator								
Improved school-readiness (Access/Quality).	Learners enrolled in Gr. R in public schools	POI 5.1: Number of learners enrolled in Grade R in public schools	65 077	66 371	67 000	69 221	(2 221)	The overachievement is due to advocacy campaigns conducted
	Qualifications for Grade R practitioners determined	POI 5.2: Number of Grade R teachers or practitioners with NQF level 6 and above qualification.	1 501	1618	1668	1684	(16)	More practitioners passed their academic requirement than projected
	Gr. R practitioners employed in public ordinary schools	POI 5.3: Number of Grade R practitioners employed in public ordinary schools (incl. qualified teachers serving as Gr. R teachers)	2 064	2041	2037	2030	7	The underachievement is due to Normal attrition
	ECD centers complying with norms and standards.	POI 5.4: Number of Practitioners trained on ECD NQF Level 4 qualification	0	200	400	131	269	ECD Practitioners who were anticipated to qualify did not meet the requirements for completion as planned. The achievement recorded is for registered practitioners who completed in 2024

Linking Performance with Budgets

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
Grade R in Public Centres.	725 978	720 898	5 080	651 109	652 923	(1 814)
Grade R in Early Childhood Development.	6 000	5 313	687	6 577	6 055	522
Pre- Grade R.	200 001	198 008	1 993	200 001	193 822	6 179
Human Resource Development.	0	0	0	0	0	0
Conditional Grant.	113 864	105 594	8 270	98 570	99 525	(956)
Total	**1 045 843**	**1 029 813**	**16 030**	**956 257**	**952 325**	**3 931**

Strategy to overcome areas of under performance

The department will analyse turnover data to track turnover rates and ensure that a retention strategy is put in place and implemented. Enhance recruitment and onboarding.

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

In line with the universal access to ECD education more schools continue to embrace the importance of Gr R. The translation of Gr R practitioners into Post Level 1 teachers. Furthermore, Gr R practitioners were encouraged to further their qualifications. The department ensured that 70 887 children were able to access registered ECD Programmes and registered 1300 ECD centres.

4.6. Programme 6: Infrastructure Development

Purpose: To provide and maintain infrastructure facilities for the administration and schools

Programme 6 has the following sub-programmes:

Sub programme 6.1 Administration

Sub programme 6.2 Public Ordinary Schools

Sub programme 6.3 Public Special Schools

Sub programme 6.4 Early Childhood Development

The programme responds to Outcome number 5.

No.	Outcome
Outcome no. 5	School physical infrastructure and environment that inspires learners to learn and teachers to teach.

Report of originally tabled Annual Performance Plan of Outcomes, Outputs, Output Indictors and Targets

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 to the Annual targets
School physical infrastructure and environment that inspires learners to learn and teachers to teach.	Provision of water infrastructure	SOI 601: Number of public schools provided with water infrastructure	52	31	16	25	(9)	The output is as at the third quarter and reported annually
	Provision of sanitation facilities	SOI 603: Number of public schools supplied with sanitation facilities	65	13	27	18	9	The output is as at the third quarter and reported annually
	Provision of Boarding facilities	SOI 604: Number of schools provided with new or additional boarding facilities	0	0	1	0	1	The output is as at the third quarter and reported annually
	School maintenance projects completed	SOI 605: Number of schools ECDI and ECD centres, EDC, district offices, circuits and MSTA where scheduled maintenance projects were completed	78	147	335	81	255	The output is as at the third quarter and reported annually

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 to the Annual targets
PROVINCIAL: PROGRAMME OUTPUT INDICATORS								
School physical infrastructure and environment that inspires learners to learn and teachers to teach.	Additional classrooms built in existing public ordinary schools	POI 6.1: Number of additional classrooms built in, or provided for, existing public schools (includes new and replacement schools)	191	228	162	181	(66)	The output is as at the third quarter and reported annually
	Additional specialist rooms built in public ordinary schools	POI 6.2: Number of additional specialist rooms built in public schools (includes specialist rooms built in new and replacement schools).	5	3	11	6	5	The output is as at the third quarter and reported annually
	New specialist Gr. R classroom built in new/existing schools	POI 6.4: Number of new Grade R classrooms built or provided (includes those in new, existing and replacement schools).	10	3	10	12	(2)	The output is as at the third quarter and reported annually
	New schools constructed	POI 6.6: Number of new schools under construction (includes new and replacement schools)	0	13	6	7	(1)	The output is as at the third quarter and reported annually

Report against the re-tabled Annual Performance of Outcomes, Outputs, Output Indictors and Targets (No revision of targets)

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
School physical infrastructure and environment that inspires learners to learn and teachers to teach.	Provision of water infrastructure	SOI 601: Number of public schools provided with water infrastructure	52	31	26	41	(15)	Additional needs were identified for 15 additional projects for water
	Provision of electricity infrastructure	SOI 602: Number of public schools provided with electricity infrastructure	0	0	0	0	0	None
	Provision of sanitation facilities	SOI 603: Number of public schools supplied with sanitation facilities	65	13	30	27	3	The 3 Projects were not completed due to delay by the implementing agent.
	Provision of Boarding facilities	SOI 604: Number of schools provided with new or additional boarding facilities	0	0	0	0	0	None
	School maintenance projects completed	SOI 605: Number of schools ECDI and ECD centres, EDC, district offices, circuits and MSTA where scheduled maintenance projects were completed	78	147	148	148 139 schools 9 ECDs	0	None

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
PROVINCIAL: PROGRAMME OUTPUT INDICATORS								
School physical infrastructure and environment that inspires learners to learn and teachers to teach.	Additional classrooms built in existing public ordinary schools	POI 6.1: Number of additional classrooms built in, or provided for, existing public schools (includes new and replacement schools)	191	228	186	394 (236 Mobiles, 158 brick and mortar)	(208)	The overachieved due to the need for provisioning of Mobile classrooms for storm damaged schools
	Additional specialist rooms built in public ordinary schools	POI 6.2: Number of additional specialist rooms built in public schools (includes specialist rooms built in new and replacement schools).	5	3	14	15	(1)	Ndindindi was omitted due to oversight during preparation of the 2024/25 APP.
	New schools built and ready for occupation	POI 6.3: Number of new public schools that have reached completion and are ready for occupation (includes replacement schools)	2	3	2	2	0	None
	New specialist Gr. R classroom built in new/existing schools	POI 6.4: Number of new Grade R classrooms built or provided (includes those in new, existing and replacement schools).	10	3	22	22	0	None
	Schools provided with secure fencing facilities	POI 6.5: Number of schools provided with secure fencing facilities	16	31	23	20	3	3 projects could not be completed according to the planned schedule due to delays on the side of the implementing agents.
	New schools constructed	POI 6.6: Number of new schools under construction (includes new and replacement schools)	0	13	7	7	0	None

Linking performance with budgets

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
Administration	0	0	0	0	0	0
Public Ordinary School	1 436 988	1 409 481	27 507	1 215 098	1 203 284	11 814
Special Schools	38 645	8 394	30 251	21 478	4 573	16 905
Early Childhood Development	11 667	4 879	6 788	45 609	11 663	33 946
Total	1 487 300	1 422 754	64 546	1 282 185	1 219 520	62 665

Strategy to overcome areas of under performance

Ongoing oversight and prompt alerts regarding the timely appointment of consultants and contractors, as well as for projects that are falling behind schedule. Continuous engagements with all stakeholders to ensure service delivery.

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

The department could deliver infrastructure that guaranteed learning and teaching occurred by constructing 2 new public schools, finishing 148 ECD centres, EDC, district offices, circuits, and MSTA where planned maintenance projects were conducted. 394 more classrooms equipped 41 public schools with water systems and 27 public schools with sanitation services.

The department was able to execute and finalise maintenance projects and storm damaged schools throughout the year under review. Due to challenges experiences during the implementation of the projects, the Department will employ additional implementing agents to aid in the execution of maintenance projects.

4.7. Programme 7: Examination and Education-related Services

Purpose: To provide training, support and effective implementation of skills development programmes towards improving human capital capacity for the province.

Programme 7 has the following sub-programmes:

Sub-programme 7.1: Payments to SETA

Sub-programme 7.2: Professional services

Sub-programme 7.3: External examinations

Sub-programme 7.4: Conditional grant projects

The programme contributes to the attainment of the following outcomes:

No.	Outcome
Outcome 3	Youths better prepared for further studies and the world of work beyond Grade 9.
Outcome 4	Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.
Outcome 6	Improve access to Higher Education and Training through post-school funding, and development of skills needed in the workplace.

Report of originally tabled Annual Performance Plan of Outcomes, Outputs, Output Indictors and Targets

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 to the Annual targets
Provincial: Programme Output Indicators								
Improve access to Higher Education and Training through post- school funding, and development of skills needed in the workplace. Youths better prepared for further studies and the world of work beyond Grade 9.	Improved quality service delivery and learner outcomes	POI 7.1: Number of bursary holders who complete their study programmes successfully	254	149	166	107	59	High failure rate with Internal bursars
	learners and interns gain valuable workplace experiential learning	POI 7.2: Number of interns on internship programmes	639	600	600	166	434	The output is at the third quarter and the target was reduced from 600 to 166 due to financial constraints

Report against the re-tabled Annual Performance of Outcomes, Outputs, Output Indictors and Targets

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
Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.	Gr 12 learners passed NSC.	SOI 701: Percentage of learners who passed the NSC examination.	76.8%	77%	83%	84,9%	(1,9%)	The overachievement is due to the monitoring and support visits conducted to schools for the implementation of LPIP
	Gr 12 learners passed with Bachelor level.	SOI 702: Percentage of Grade 12 learners passing at the Bachelor Pass level.	33.5%	33,3%	40%	43,4%	(3,4%)	
	Gr. 12 learners passed Mathematics at 60% and above.	SOI 703: Percentage of Grade 12 learners achieving 60% and above in Mathematics.	11%	14%	18%	14,7%	3,3%	Learners have challenges with high order questions
	Gr. 12 learners passed Physical Sciences at 60% and above.	SOI 704: Percentage of Grade 12 learners achieving 60% or more in Physical Sciences.	14%	15%	20%	15,1%	4,9%	Learners have challenges with high order questions
	Secondary schools obtained average pass rate of 60% and above.	SOI 705: Number of secondary schools with NSC pass rate of 60% and above.	486	497	495	550	(55)	The achievement is due to intensified Monitoring and support

Provincial: Programme Output Indicators								
	Improved quality service delivery and learner outcomes	POI 7.1: Number of bursary holders who complete their study programmes successfully	254	149	172	107	59	High failure rate with Internal bursars
Improve access to Higher Education and Training through post- school funding, and development of skills needed in the workplace.	learners and interns gain valuable workplace experiential learning	POI 7.2: Number of interns on internship programmes	639	600	166	166	0	None
Youths better prepared for further studies and the world of work beyond Grade 9.	teachers trained on care and support to make informed decision	POI 7.3: Number of teachers trained on care and support programmes to make informed decisions	1 729	1 784	1800	1800	0	None
	Trained learners make informed decision	POI 7.4: Number of learners trained on care and support programmes to make informed decisions	2 450	2 506	1500	1500	0	None

Linking Performance with Budget

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
Payment to SETA	5 000	5 000	0	5 000	5 000	0
External Examinations	309 398	320 414	(11 016)	277 353	278 481	(1 128)
Special Projects	146 186	135 515	10 671	705 491	687 803	17 688
Conditional Grants	18 980	18 460	520	16 580	16 581	(1)
Total	**479 564**	**479 389**	**175**	**1 004 424**	**987 865**	**16 559**

Strategy to overcome areas of under performance

- Adopt high subject enrolment schools and more learners for mentoring and coaching by curriculum Middle and Senior Managers.
- Conduct a survey on timetabling approaches in schools and support schools experiencing challenges.
- Conduct residential workshops for critical and under-performing subjects (Mathematics, Physical Sciences, Life Sciences, EFAL, Economics and Accounting)
- Conduct workshops for cluster leaders'/lead teachers on PLCs and utilised cluster/PLC to support teachers on identified challenges.
- Conduct subject content workshops
- Conduct subject focus days for critical subjects such as Mathematics.
- Conduct learner camps (incl. e-camps) for best performing learners, progressed and low-performing learners in Grades 9, 11 and 12.
- Conduct structured revision programmes prior to final exams in each grade and preparatory examinations for the Grade 12 class

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

Department administered an incident-free examination across all grades and all reported irregularities were timely handled and resolved. The Mpumalanga's Grade 12 pass rate for 2024 was 84.9%, which is an increase compared to the class of 2023. Post-Schooling Education is a fundamental driver of personal, national and global development. The Department continued to support students (bursars) who are furthering their higher education studies at various level and further provided the youth with workplace opportunities through internship and learnership.

5. Transfer Payments

5.1. Transfer Payments to Public Entities

The Department plays an oversight role regarding the public entity's finances on a monthly basis. Moreover, the Department conducted four quarterly performance reviews with the entity during the year under review where the Department assessed and assisted the entity on key strategy issues that need the intervention of the Department.

Name of Public Entity	Key Outputs of the public entity	Amount transferred to the public entity: R'000	Amount spent by the public entity: R'000	Achievements of the public entity
MRTT	Increase the intake of out of school youth into skills programmes, particularly in the hospitality and tourism, technical and entrepreneurial fields.	87 461	87 461	Registered learners and trained, assessed and moderated in skills programmes, customised apprenticeship and part-qualifications in culinary and hospitality.
	Learners to receive training on learnership and apprenticeships towards 21st century artisan development.			CETA Apprenticeship trained in learnership of 320 learners. Advertise for additional 40 artisan development trained in different programmes
	Learners receiving accredited training through skills programmes			Trained 102 learners in Mix Farming Programme.

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 the Funds were Used	Did the Dept. comply with S 38 (1) (j) of the PFMA	Amount Transferred (R'000)	Amount Spent by the Entity R'000	Reasons for the Funds Unspent by the Entity
Local Government	Municipality	Payment of vehicle licence fees	Yes	496	255	Some vehicles were withdrawn because they were no longer in good condition.
Households	Not applicable	Leave Gratuities	Yes	100 000	134 125	High number of terminations experienced by the Department during the last quarter of the financial year.
Households	Not Applicable	Claims against the State	Yes	3 000	2 501	Delay in the submission of invoices by the State Attorney.
Households	Not Applicable	Payment of Injury on duty	Yes	3 000	1 810	Few cases of injury on duty were reported.
Households: Bursaries' employees	Not Applicable	Payment of tuition fees, boarding accommodation and study allowance for external bursary holders	Yes	43 022	42 748	Some of the contracts reached their end date and were terminated.
SETA	ETDP SETA	Skills development	Yes	5 000	5 000	None
Section 21 and no fees schools	Public ordinary primary and secondary schools	For operational and administrative costs for schools	Yes	842 648	842 648	None
Independent schools	Independent schools	For operational and administrative costs for schools	yes	24 228	24 228	Transfer to one independent school could not be affected due to non-compliance by the school to the norms and standards for independent schools.
Special schools	Special schools	For operational and administrative costs for schools	Yes	49 869	47 320	None
Early Childhood Development	ECD Centres	For operational and administrative costs for schools	YES	111 959	105 516	Some centres were not complaint, and therefore transfers could not be affected.

6. Conditional Grants

6.1. Conditional Grants and Earmarked Funds Paid

None

6.2. Conditional Grants and Earmarked Funds Received

The table below describes each of the conditional grants and earmarked funds paid by the Department during the period 1 April 2024 to 31 March 2025.

Conditional Grant 1: Life Skills, HIV and Aids Education

Department Who Transferred the Grant	Department of Basic Education
Purpose of the grant	To support South Africa's HIV prevention strategy by increasing sexual and reproductive health knowledge, skills and encourage appropriate decision- making among learners and educators. To mitigate the impact of HIV and tuberculosis (TB) by providing a caring supportive and enabling environment for learners and educators. To reduce vulnerability of children to HIV, TB, and sexually transmitted infections (STIs) with a particular focus on orphaned and vulnerable children.
Expected outputs of the grant	1800 teachers trained on care and support programmes and Comprehensive Sexuality education (CSE) to assist learners to make informed decisions. 1500 learners trained on care and support and peer education programmes to make informed decisions
Actual outputs achieved	1800 teachers trained on care and support programmes, and Comprehensive Sexuality education (CSE) to assist learners to make informed decisions. 1500 learners trained on care and support and peer education programmes to make informed decisions
Amount per amended DORA	R18 980
Amount received (R'000)	R18 980
Reasons if amount as per DORA not received	None
Amount spent by the Department (R'000)	R18 459
Reasons for the funds unspent by the entity	The unit is underspending due to an amount allocated under the Compensation of Employees for the employment of Admin officer which was not filled due to delays in the approval and advertisement of the post during the financial year
Reasons for deviations on performance	None
Measures taken to improve performance	None
Monitoring mechanism by the transferring Department	None

Conditional Grant 2: National School Nutrition Programme

Department Who Transferred the Grant	Department of Basic Education
Purpose of the grant	To provide nutritious meals to targeted learners for all 209 school feeding days.
Expected outputs of the grant	Nutritious meals provided to 999 685 learners.
Actual outputs achieved	Nutritious meals provided to 999 685 learners
Amount per amended DORA (R'000)	R956 416
Amount received (R'000)	R956 416
Reasons if amount as per DORA was not received	None
Amount spent by the Department (R'000)	955 063
Reasons for the funds unspent by the entity	Unpaid invoice
Reasons for deviations on performance	None.
Measures taken to improve performance	Improved planning, monitoring and reporting sessions with districts, and Quarterly Performance Review Sessions.
Monitoring mechanism by the receiving Department	The NSNP grant is monitored at school, circuit, district and Provincial level. NSNP dedicated monitors are assigned to schools, of which each monitor must do a minimum of two a day. Monthly reports are compiled monthly and sent to DBE. The evaluation of the performance of the grant is also done annually

Conditional Grant: Education Infrastructure

Department Who Transferred the Grant	Department of Basic Education
Purpose of the grant	The aim of the grant is to create a conducive environment for Teaching and Learning through infrastructure provisioning.
Expected outputs of the grant	To help accelerate construction, maintenance, upgrade and rehabilitation of new and existing infrastructure in education including district and circuit accommodation.
Actual outputs achieved	A total of 330 projects were completed. The Department managed to implement and completed 282 maintenance projects as well as 48 storm damage projects during the year under review.
Amount per amended DORA	R1 310 894
Amount received (R'000)	R1 310 894
Reasons if amount as per DORA was not received	N/A
Amount spent by the Department (R'000)	1 299 261
Reasons for the funds unspent by the entity	Vacant DORA posts not filled timeously.
Reasons for deviations on performance	Certain DORA posts became vacant during the year.
Measures taken to improve performance	Expenditure was reprioritised in accordance with the budget.
Monitoring mechanism by the receiving Department	Monthly, Quarterly Reports and monitoring tools.

Conditional Grant: Mathematics Science and Technology

Department Who Transferred the Grant	Department of Basic Education
Purpose of the grant	To provide support and resources to schools, teachers and learners in line with the CAPS for the improvement of MST teaching and learning at selected Public Schools.
Expected outputs of the grant	▪ Monitoring and support to selected schools ▪ Provision of Information, communication and technology (ICT) subject specific resources: ▪ Provision of technical schools' workshop equipment and consumables for technology subjects repaired, maintained and/or replaced in accordance with the minimum specifications ▪ Provision of laboratory equipment, apparatus and consumables: ▪ Learners supported for participation in mathematics, science and technology Olympiads/fairs/expos and other events based on a structured annual calendar including support through learner camps and additional learning, teaching and support material such as study guides ▪ Teachers supported on subject content knowledge and pedagogy:
Actual outputs achieved	▪ 214 MST grant schools monitored and supported to implement the MST strategy ▪ 18 School supported with ICT resources to implement CAT and IT and eLearning pilot ▪ 110 Schools provided with coding and robotics kits and mobile lab kits ▪ 34 Technical schools provided with equipment and consumables for technical subjects ▪ 35 000 learners supported to participate in various MST activities like camps and competitions ▪ 4000 teachers trained in the various MST subjects to improve learning outcomes
Amount per amended DORA (R'000)	R47 232
Amount received (R'000)	R47 232
Reasons if amount as per DORA was not received	N/A
Amount spent by the Department (R'000)	R42 380
Reasons for the funds unspent by the entity	Delays in the submission of invoices by suppliers due to late delivery of resources procured
Reasons for deviations on performance	None
Measures taken to improve performance	Engage with suppliers to improved response to requests and delivery of MST resources procured Close monitoring of implementation of the grant throughout the year
Monitoring mechanism by the receiving Department	Monthly and quarterly reports prepared and submitted 30 schools selected for evaluation of the implementation of the grant in 2024/25 financial year.

Conditional Grant: Learners with Profound Intellectual Disability

Department Who Transferred the Grant	Department of Basic Education
Purpose of the grant	To provide the necessary support, resources and equipment to identified stimulation/ special care centres (60 centres) and schools (12 Special Schools) for the provision of education to Learners with Severe to Profound Intellectual Disabilities.
Expected outputs of the grant	Recruitment of one (1) Provincial Grant Manager and 30 Transversal itinerant outreach team members to provide support to Special Care Centres and targeted Schools Capturing and Management of data in 60 Special Care Centres using SA-SAMS Training of 30 Transversal Itinerant outreach team members, and 235 caregivers on the implementation of the Learning programme Training of 61 Caregivers on accredited programmes Providing a range of outreach services to 1080 LSPID learners enrolled in Special Care Centres (Screening, assessment, therapy, and psycho –educational assessment) Placement of 37 children with PID of school going age from Special Care Centres to Schools
Actual outputs achieved	One (1) Provincial Grant Manager and 30 Transversal itinerant outreach team members retained to provide support to Special Care Centres and targeted Schools. Data in 59 Special Care Centres captured and managed using SA-SAMS 30 members of the Transversal Itinerant Outreach Teams and 235 caregivers trained on the implementation of the LPID Learning Programme 61 Caregivers trained on accredited programmes for Computer Literacy 1143 LSPID Learners of all ages supported through a range of outreach services (Screening, assessment, therapy, and psycho –educational assessment) 30 children with PID of school going age from Special Care Centres placed in schools
Amount per amended DORA (R'000)	R33 842
Amount received (R'000)	R33 842
Reasons if amount as per DORA was not received	N/A
Amount spent by the Department (R'000)	R33 462
Reasons for the funds unspent by the entity	The under expenditure relates to COE, because of resignations.
Reasons for deviations on performance	One official, a physiotherapist serving in the Transversal Itinerant Team for Nkangala District resigned in August 2024 and could not be replaced until end of financial year.
Measures taken to improve performance	A request for deviation to utilize the COE funds to procure additional LTSM and tools of trade was approved by DBE
Monitoring mechanism by the receiving Department	Expenditure monitored weekly through cash flow/ BAS reports, bi-weekly updated commitment registers and monthly expenditure meetings with the Transferring Department

Conditional Grant: Early Childhood Development

Department Who Transferred the Grant	Department of Basic Education
Purpose of the grant	To expand ECD subsidy to poor children in existing ECD services and to improve the conditionally registered facilities to meet basic requirements to become fully registered
Expected outputs of the grant	Increase the number of children accessing subsidies in ECD services and help improve ECD facilities to comply with health and safety standards
Actual outputs achieved	Monitor and Support 1300 ECD registered centres on compliance with norms and standards of ECD. 70 887 children (0-4 cohort) subsidized accessing ECD programmes.
Amount per amended DORA	123 659
Amount received (R'000)	123 659
Reasons if amount as per DORA was not received	None
Amount spent by the Department (R'000)	115 998
Reasons for the funds unspent by the entity	New construction project will be implemented in the coming year as the infrastructure section was unable to secure an appointment letter from implementing agent.
Reasons for deviations on performance	New construction project will be implemented in the coming year
Measures taken to improve performance	Implementation of an acceleration to improve performance
Monitoring mechanism by the receiving Department	Support and monitoring of centres to ensure compliance to norms and standards

Conditional Grant: EPWP Social Sector Incentive Grant

Department Who Transferred the Grant	Department of Public Works and Infrastructure
Purpose of the grant	To incentivise the provincial Social Sector Departments identified in 2021 Social Sector EPWP Log-frame to increase job creation by focussing on the strengthening and expansion of social service programmes that have employment potential.
Expected outputs of the grant	Create 50 EPWP work opportunities (24 Gardeners, 22 childminders and 4 Data Capturers)
Actual outputs achieved	50 EPWP work opportunities created (24 Gardeners, 22 childminders and 4 Data Capturers)
Amount per amended DORA	R 1 872
Amount received (R'000)	R 1 872
Reasons if amount as per DORA was not received	N/A
Amount spent by the Department (R'000)	R 1 776
Reasons for the funds unspent by the entity	One qualifying project did not comply with Central Supplier Database prescripts.
Reasons for deviations on performance	No deviation on performance
Measures taken to improve performance	None
Monitoring mechanism by the receiving Department	EPWP beneficiaries' contracts, attendance and payment registers were monitored at institutional level

Conditional Grant: EPWP Incentive Grant

Department who transferred the grant	Department of Public Works Roads and Transport
Purpose of the grant	To assist with the alleviation of poverty by creating work opportunities in impoverished communities where projects are being implemented.
Expected outputs of the grant	Create 42 work opportunities created.
Actual outputs achieved	42 work opportunities created.
Amount per amended DORA	R 2 074
Amount received (R'000)	R 2 074
Reasons if amount as per DORA was not received	Not Applicable
Amount spent by the Department (R'000)	R 1 965
Reasons for the funds unspent by the entity	The unspent funds are due to late appointment of data captures and some getting better opportunities
Reasons for deviations on performance	None
Measures taken to improve performance	None
Monitoring mechanism by the receiving Department	None

7. Donor Funds

7.1. Donor Funds Received

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

8. Capital Investment

8.1. Capital investment, maintenance and asset management plan

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

The Department started the 2024/25 financial year with accruals amounting to R178m. The Maintenance receives 60% of the EIG budget, while the remaining 40% is designated for capital projects and other economic classifications according to the EIG Framework criteria. The Department has utilized 99,98% of the EIG allocation in the 2024/25 fiscal year. The department will have asked for a rollover of the 0,02% remaining from the EIG. In the year examined, the department initiated and finalized 218 projects

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

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
1	Acorn Oaks Secondary school	Bohlabela	PWRT/ MAIN/148/24/MP	Storm damage repairs to Library and damaged facia boards on Admin, Hall and Classrooms
2	Amanzi Primary School	Gert Sibande	GS-046480	Render maintenance services to 8 classrooms, office, storeroom, kitchen space and drilling of borehole.
3	Andover Primary school	Bohlabela	PWRT/ MAIN/118/24/MP	Repairs to 2 x 4 classrooms
4	Bambanani Primary School	Ehlanzeni	RFP372/2022	Demolition of 5 pit toilets, provision of water (borehole) and repairs of electricity, renovation and refurbishment of 24 classrooms and admin and elevate steel stand with 10 000L JoJo Tank.
5	Bankfontein Combined School	Nkangala	PWRT/ MAIN/066/24/MP	Repairs to 4 classrooms, 4 toilets and demolition of unsafe structures
6	Bethamoya Primary School	Gert Sibande	GS	Rehabilitation of borehole
7	Bhekiswako Secondary School	Ehlanzeni	PWRT/ MAIN/098/23/MP	Construction of a guardhouse with refuse area, provision of perimeter fence and maintenance of 22 classrooms.
8	Bohlabela ECDI	Bohlabela	HH-073501	Minor Maintenance works to Bohlabela District Early childhood development Institute (ECDI) Administration Offices including 11 seats waterborne toilets including 9 basins, e urinals and 7 showers

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
9	Bombani Secondary	Bohlabela	DPWRT/ SAN/003/23/MP	Demolition of 08, Refreshment of 10 enviro-loo toilets, construction of 12 enviro-loo with 08 urinals, 17 hand wash basin, 02 x 5 000 tanks and stands, 03 drinking fountains, fence on tant, water reticulation, French drain and urinal network
10	Bunny Khosa Secondary	Bohlabela	BR-004033	Minor Maintenance works to 8 classrooms including termites and Bat control for 26 classrooms, guardhouse, admin block, ablution block and lab
11	Bushbuckridge Secondary school	Bohlabela	IDT-MPU-CON-C3/MDOE-CE	Repair roof trusses and sheeting for 2 classrooms, repair roof for the rest of blocks to check and fix the roof sheets, the rest of the other 4 blocks, facia boards on 3 other classrooms block to be fixed. Loosened masts for enviroloo toilets to be fixed, glazing to be fixed and putt to be put on other windows
12	Buyani Primary School	Gert Sibande	PWRT/ MAIN/166/24/MP	Repair to storm damaged classroom and ablution blocks
13	Buyisonto Primary School	Bohlabela	DPWRT/ SAN/008/23/MP	Demolition of 16 existing pit toilets and 8 unsafe enviro-loo toilets. Refurbishment of 11 waterborne toilets and 5 grade R waterborne toilets. Construction of new 9 enviro-loo toilets, 2X steel stands to existing storage tanks, 3X drinking fountains, septic tank and French drain.
14	Charley Mbungele Primary	Bohlabela	DPWRT/ SAN/005/23/MP	Demolishing of 06 pit, Refurbishment of 08 water toilets, construction of 12 enviro-loos toilets with 05 urinal, 02 x 5 000 tanks and stand, palisade fence around the stand, 02 x drinking fountains, water reticulation, French drain and urinal network
15	Chief CJ Nkosi Secondary school	Gert Sibande	DPWRT/065/21/ MP	Demolition of 12 existing pit toilets, refurbishment of 6x waterborne toilets, construction of 6x enviro-loos, honey sucking of the septic tank, provision of 1x 5000L water storage tank,2x elevated steel tank stand including steel palisade fencing around tank stand, provision of drinking fountains and equipping of borehole and reticulation
16	Chweni Primary School	Ehlanzeni	DPWRT/ MAIN/017/23/MP	Renovation of 18 classrooms, 02 offices, 01 storeroom, 2 waterborne toilets and retaining wall.
17	Daggakraal Primary School	Gert Sibande	PWRT/ MAIN/071/24/MP	Storm damage repairs to 1x5 classroom block A,1x4 classroom B, with storeroom and office,1x3 classroom block C, with storeroom, electrical installation and installation of new ceiling.

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
18	Daniye	Bohlabela	PWRT/ MAIN/020/24/MP	Demolition of 02 pit toilets, Refurbishment of 14 waterborne toilets, construction of 6 Enviroloo toilets with 2 urinals and 8 hand basins, 2x 5000L storage tanks to be elevated with 5m high steel tank stand, 2x drinking fountains, water reticulation, French drain and urinal network, provision of fence
19	Digwale Secondary School	Nkangala	PWRT/ MAIN/074/24/MP	Renovation of administration block, 13 classrooms blocks, library, 13 waterborne toilets, provision of 1 drinking fountain and French drain.
20	Dilayi Primary school	Bohlabela	BR-033604	Minor works on 10 waterborne toilets, repair waterproofing (roof), paint work on roof, steel, wood, ceiling and walls. Replace ceiling on 4 classrooms
21	Eckson Masotja Primary school	Bohlabela	IDT-MPUN07-MDOE-2	Replacing storm damage roof covering, facia and barge boards, ceilings, and cracked broken glazing in 4 classroom blocks, of 3 classrooms, Admin block, replacing damage electrical wiring and fittings.
22	Ekhiyeni Primary School	Ehlanzeni	EH-031742	Repairs to ablution facilities (10 seats,06 basins, and 01 urinal) construction of 1x drinking fountain and 1x French drain, maintenance of existing septic tank, installation of 1x2500 water tank on concrete tank stand
23	Ekhiyeni Primary School	Ehlanzeni	EH-030796	Maintenance of 8 classrooms
24	Ekuphakameni Combined School	Gert Sibande	GS/DIST/GS	Renovation of 5x classrooms, HOD office, storage room, construction of 6 x carports bays and rehabilitation of a borehole
25	Embonisweni Primary School	Ehlanzeni	PWRT/ MAIN/068/24/MP	Storm damage repairs to 15 classrooms, kitchen, and food storage and spectators covered sitting area.
26	Emdibini Primary School	Gert Sibande	DPWRT/ SAN/198/20/MP	Demolition of existing 11 pit toilets and construction of 12 enviro-loo toilets,4 urinals,2 drinking fountains, water and sewer reticulation and associated infrastructure
27	Eric Nxumalo Secondary school	Bohlabela	BR-033599	Minor work maintenance. Renovation of 8 classrooms
28	ES Malele Secondary school	Bohlabela	BR-0033602	Maintenance on 08clssrooms, toilet block, ceiling on the office verandas, Electrical works on 12 classrooms, glazing, Treatment pest and bats, Paint, walls and wood, sealing of roof leakages
29	Etimbondvweni Primary School	Ehlanzeni	EH-030802	Maintenance of 4 mobile classrooms and 4 mobile classrooms

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
30	Ezwenilethu Primary School	Nkangala	DPWRT/ SAN/015/23/MP	Refurbishment of 11 waterborne toilets, provision of 5000l on a steel tank stand, construction of 3 waterborne toilets and drinking fountain
31	Farel Primary school	Bohlabela	BR-031959	Maintenance of 12 classrooms
32	FH Mkhabela Secondary School	Nkangala	NK-050544	Maintenance of 24 Classrooms and repairs to electrical works
33	Fundawazi Primary School	Nkangala	PWRT/ SAK-V/007/24/ MP	Refurbishment of existing 8 classrooms and 14 toilets
34	Gavazana Primary School	Bohlabela	BR-031887	Maintenance of 08 classrooms
35	Gebhundlovu Primary School	Ehlanzeni	IDT-MPU-CON-C4/ MDOE-C4	Storm damage repairs to 4 classrooms
36	German Chiloane secondary school	Bohlabela	DPWRT/ SAK-V/016/24/MP	Storm damage repairs to Consumer centre room, 1 x 9 enviroloo toilets block and combi court
37	Gert Sibande District office	Gert Sibande	GS-047050	Maintenance of 11x external doors at Gert Sibande District
38	Gloryhill Primary School	Bohlabela	IDTMPU-CON-WP3.3B/1DOE	Renovations and Refurbishment of roofs, ceiling, Doors, Tilling, Paint, Electricity work, Plumbing etc, classroom blocks and Refurbishment of borehole
39	Hendrina Primary School	Nkangala	NK-050793	Maintenance of 4 Classrooms and waterproofing to 12 classrooms
40	Hlalisani Primary School	Msukaligwa	DPWRT/010/22/ MP	Demolition of 8 existing pit toilets, construction of 9 enviro-loo toilets, equipping of borehole, supply 1x5000litre JoJo tank, steel tank stand, fencing around tank stand and drinking fountains.
41	Hlonipha Secondary School	Nkangala	PWRT/ MAIN/017/24	Renovation to existing 16 classrooms, administration block and kitchen
42	Hobo Secondary School	Bohlabela	IDT-MPUN05-CON-1	Demolition of 04 pit toilets, renovation of 22 waterborne toilets, 2 urinal, 18 hand wash basins.
43	Hokwe Primary school	Bohlabela	PWRT/ MAIN/041/24/MP	Maintenance of Admin block,12 classroom, 20 Enviroloo toilets, Steel palisade, Demolition of pit toilets, Electrical and mechanical work.
44	Homuzeya Primary School (Phase 2)	Bohlabela	PWRT/ MAIN/036/23/MP	Demolition of 8 pit toilets, Renovations of 8 Enviroloo toilets, construction of 17 New Enviroloo toilets
45	Ifalethu Primary School	Ehlanzeni	PWRT/ MAIN/069/24/MP	Repairs to 1 classroom and fence
46	Ikageleng Primary School	Nkangala	IDT-MPUN07-MDOE-CON-6	Repairs to 4 classrooms

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
47	Injabulo Combined School	Gert Sibande	MDOE/ MAINTANCEECD/ GOV	Assessment and evaluation of wastewater plant fixing of water plant and removal of old material
48	Inkhanyeti Primary School	Ehlanzeni	PWRT/ MAIN/044/24/MP	Refurbishment of 18 classrooms, administration block and 16 enviroloo toilets
49	Inyeti Primary School	Gert Sibande	GS-043990	Repairs and maintenance of a 2x education blocks, each consist of 4x classrooms.
50	Jabulani Primary school	Nkangala	PWRT/ MAIN/138/24/MP	Replacement of carport
51	James Khosa Secondary school	Bohlabela	DPWRT/ SAN/010/23/MP	Demolishing of 24 old water borne toilets and 04 pit toilets, construction of new 22 enviro-loo toilets
52	Kennen Primary school	Bohlabela	PWRT/ MAIN/056/24/MP	Repair to storm damage facilities to 3 x 4 classroom block and assembly area (roof trusses damaged by termites, water stains on ceiling)
53	Kgwaditiba Primary school	Bohlabela	IDT-MPUN07-MDOE-1	Replacing storm damage roof covering, facia and barge boards, ceiling & cracked or broken glazing in 2x3 classroom block. Repairing, Repairing damage electrical wiring and fittings.
54	Khanyisile Primary School	Ehlanzeni	EH-031743	Repairs to 3 classrooms (Replace damaged roof covering, trusses, ironmongery, ceiling, floor covering, glazing, paintwork, steel palisade fence and concrete works
55	Khetsalwati Secondary School	Ehlanzeni	RFP374/2022	Renovations to administration block, 28 classrooms and replace damaged fence.
56	Khobongoane Primary School	Nkangala	NK-050790	Maintenance of 8 classrooms
57	Khokhovela Primary school	Bohlabela	DPWRT/076/19/ MP	Construction of perimeter fence guardhouse, sewer, water and electrical installation for the guard house
58	Khuzulwandle Secondary School	Gert Sibande	MDOE/DIST/GS	Refurbishment of Khuzukwandle Secondary school, for 16 classrooms,1 x science lab, 1x admin block, and painting of doors and window frames.
59	Khutsala Primary School	Gert Sibande	DPWRT/007/22/ MP	Demolition of 8 existing pit toilet, renovation of 16 waterborne toilets, 4xurinals,2x toilet seats in admin block, construction of 9x enviro-loos, 4x urinals, 5x5000L steel tank with palisade fencing, septic away, 2xdrinking fountain and water reticulation and frilling of a new borehole including pressure
60	King Makhosonke II Secondary School	Nkangala	NK-050501	Minor Maintenance to existing 10 waterborne toilets & 22 Classrooms

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
61	Kromdraai Primary School	Nkangala	DPWRT/ SAN/231/20/MP	Painting of roof in 21 classrooms and four attached offices, renovation of existing 30 toilets, 8 urinals 24 wash hand basins, electrical works and water tanks elevated stands
62	Kusile Primary School	Ehlanzeni	DPWRT/304/20/ MP	Construction of a fence and a guardhouse and related services
63	Kwamanala Secondary School	Nkangala	IDT-MPUN07-MDOE-CON-6	Repairs to 4 classrooms.
64	Kwamhlanga FET Office	Nkangala	NK-050791	Maintenance of FET offices
65	KwaMhlanga Secondary School	Nkangala	PWRT/ MAIN/025/24/MP	Renovation to existing 16 classrooms, administration block, 16 waterborne toilets with 8 wash hand basins and 4 urinals
66	Laerskool Badplaas	Gert Sibande	DPWRT/051/19/ MP	Provision of a fence and guardhouse and relate services
67	Laerskool Krielpark	Nkangala	PWRT/ MAIN/006/24/MP	Renovation of 3 storey 1x 14 classrooms
68	Laerskool Laeveld	Ehlanzeni	PWRT/162/22/MP	Demolition of 5 asbestos classrooms, construction of 13 new classrooms.
69	Laerskool Sabie	Bohlabela	DPWRT/ SAN/001/23/MP	Refurbishment of 24 waterborne toilets, 2X5000L Storage tank to be elevated with 5m high steel tank stands, 2X Drinking fountains, fencing around the new storage facilities, water and sewer reticulation.
70	Lehlasedi Secondary School	Bohlabela	IDTMPU-CON-WP3.3B/1DOE	Renovation & refurbishment of roofs, ceiling, doors, tilling, paint, electrical work, plumbing etc, to classrooms & classrooms and ablution
71	Lekazi Primary School	Ehlanzeni	DPWRT/053/21/ MP	Construction of 28 waterborne toilets and refurbishment of 26 existing waterborne toilets
72	Lelengaye Primary School	Nkangala	NK-050500	Maintenance of 12 classrooms and repairs to electric works.
73	Louieville Combined School	Ehlanzeni	DPWRT/ MAIN/003/24/MP	Renovation of 19 classrooms and administration block and 8 toilets
74	Lomatidraai	Ehlanzeni	DPWRT/076/22/ MP	Renovations of 15 classrooms. (Block A: four classrooms: Block B: six classrooms, and Block D: five classrooms)
75	Lubombo Circuit Office	Ehlanzeni	PWRT/ MAIN/001/24/MP	Repairs to storm damages
76	Lusushwana Secondary School	Gert Sibande	IDTMPU-CON-WP3.1b/1	Renovations of existing 4xblocks of classrooms and 1x admin block
77	Mabande Secondary School	Nkangala	DPWRT/046/22/ MP	Minor refurbishment to admin block, library, technical centres, 32 classrooms and 54 waterborne toilet seats, 4 urinals and 28 wash hand basins
78	Madlayedwa Senior Secondary School	Nkangala	PWRT/ MAIN/029/24/MP	Renovation of 16 classrooms, library and laboratory

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
79	Mafu Secondary School	Nkangala	NK-050504	Maintenance of 8 Classrooms
80	Magodongo Primary School	Nkangala	NK-050866	Maintenance of SGB Built administration block including electrical works
81	Mahubahuba Primary	Bohlabela	DPWRT/ MAIN/004/24/MP	Renovation of 11 classrooms and 12 waterborne toilets
82	Makata Secondary school	Bohlabela	PWRT/ MAIN/057/24/MP	Repairs to storm damage facilities to: 2x 4 classroom block and 2x3 classroom block (roof is rusted leaking and trusses old and damaged
83	Malatse Secondary School	Nkangala	NK-050502	Minor Maintenance to existing 5 classrooms and admin block
84	Malengeza Primary	Bohlabela	DPWRT/276/20/ MP	Demolishing of 18 existing Toilets and Rehabilitating the land, construction of 16 Enviro-loos toilets and installation of a Booster pump and 5000L water tank and stand
85	Maloka Primary School	Nkangala	PWRT/ MAIN/141/24/MP	Repairs to the assembly structure
86	Maloka Primary School	Nkangala	NK-050931	Maintenance of 4 Classrooms
87	Mamosebo primary school	Bohlabela	PWRT/ MAIN/055/24/MP	Repair of storm facilities to: 2x4 classroom block (The roof that was blown away damaged roof coverings on the other block, ceiling is also damaged
88	Manukuse Secondary School	Bohlabela	DPWRT/064/22/ MP	Demolishing of 11 classrooms and Dilapidated structure (kitchen), Construction of 11 new classrooms, refurbishment of 03 classes, refurbish borehole, new fence and guard house
89	Manyangana Secondary	Bohlabela	DPWRT/ SAN/014/23/MP	Demolishing of 10 pit toilets and construction of 06 enviro-loo toilets, renovation of existing 12 enviro-loo toilets and refurbishment of existing borehole, water reticulation system fence tank
90	Mapalane Primary school	Bohlabela	DPWRT/ SAK-V/014/24/MP	Storm damage repairs to 12 covered parking and 1 x 5 waterborne toilet block
91	Mapaleni Primary School	Bohlabela	PWRT/2485/21/ MP	Renovation of 12 existing classrooms, demolition of kitchen and 7 classrooms and construction of 8 classrooms, administrative Block, 2 X Grade R facility, guardhouse with refuse area, kitchen and library.
92	Mapateletse Primary school	Bohlabela	BR-033592	Minor maintenance on 12 classrooms, tiling, roof paint, wall and steel work
93	Maphutha Ditshaba Secondary School	Bohlabela	BR-031922	Maintenance of 12 classrooms
94	Marapyane Circuit Office	Nkangala	NK-050794	Minor maintenance at marapyane circuit office
95	Mareleng Primary School	Nkangala	DPWRT/ SAN/001/24/MP	Renovation of 12 waterborne toilets in grade1 -7 and staff. Renovations of 12 waterborne toilets in 3x grade r centres. Construction of 13 waterborne toilets. Upgrading of water supply and sewer reticulation. 3 drinking fountains

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
96	Maridili Primary School	Nkangala	PWRT/ MAIN/021/24	Refurbishment of 12 classrooms and 9 enviro-loo toilets
97	Maripe Secondary School	Bohlabela	PWRT/ MAIN/053/24/MP	Replacing storm damaged roof covering, Fascia and barge boards, ceilings and cracked or broken glazing in 07 classrooms, hospitality and science lab block including electrical wiring and fittings.
98	Masakhane Primary School	Gert Sibande	MDOE/DIST/ GS/019/24	Borehole reticulation
99	Masekobe Primary school	Bohlabela	BR-033593	Minor maintenance works to 01x classroom and installation of fans in 8 classrooms
100	Mashishila circuit office	Gert Sibande	GS/MDOE/GS	Renovations of Administrative block at Mashishila circuit
101	Masinakane Special School	Nkangala	NK-051105	Construction of septic tank, minor maintenance to existing 15 mobile toilets, 5 wash hand basins and 3 urinals
102	Masweng Primary	Bohlabela	PWRT/ MAIN/061/24/MP	Repairs of roof of 2 blocks of classrooms blown off, including trusses for one block, repair of 2 enviro-loo block of toilets including fixing of enviro-loo mast, kitchen roof, glazing to be fixed and putt to be put on other windows.
103	Mathambo Primary school	Bohlabela	BR-033603	Minor work maintenance. Renovation of12 classrooms
104	Matsulu Primary School	Ehlanzeni	PWRT/ MAIN/016/24/MP	Renovation of 6 classrooms and administration block
105	Mawuvana Primary school	Bohlabela	IDT-MPU-CON-C3/MDOE-CE	Repair of roof of new block of boy's toilets, Glazing repairs, Grade R fence to be repaired, one block of classrooms roof to be fixed and whole school glazing to be repaired.
106	Mayisha Secondary School	Nkangala	IDT-MPUN07-MDOE-CON-6	Minor repairs to 09 mobile toilets seats, 03 handwash basins
107	Mayisha Secondary School	Nkangala	DPWRT/ SAN/009/23	Construction of 12 enviro loo and 2 disabled, 4 urinals, 2 wash hand basins for disabled and 4 double wash throughs. Provide 4 x 5000l JoJo tanks with tank stands, provision of 3 drinking fountains. Refurbishment of 4 x waterborne toilets with 4 wash hand basins. Demolition of 10 pits toilets.
108	Mbazima Primary School	Ehlanzeni	PWRT/ MAIN/045/24/MP	Renovation of 20 classrooms and administration block
109	Mchaka Secondary	Bohlabela	IDT-MPUN05-CON-3-PIT LATRINE	Renovation of 17 Waterborne Toilets, Drilling of new borehole and Construction of fence around tank stands. Demolition of 23 Pit toilets
110	Mdzili Primary School	Ehlanzeni	PWRT/ MAIN/009/24/MP	Major renovation of 16 classrooms and administration block to include replacement of entire roof structure.

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
111	Memezile Secondary School	Bohlabela	DPWRT/069/22/ MP	Renovation of 28x classrooms, Renovation of 17x waterborne toilets, 2x drinking fountains, installation of water tanks and refurbishment of electricity
112	Mgobodzi Primary school	Ehlanzeni	PWRT/2483/21/ MP	Construction of 19 classrooms, administration block, science laboratory, library, kitchen, 2x Grade R, renovation of 4 classrooms, guardhouse/refuse area and clear-vu fence
113	Mhlathi Primary School	Ehlanzeni	EH-030798	Maintenance of 2 classrooms
114	Mhlosheni Primary School	Ehlanzeni	IDTMPU-CON-WP1.3	Repairs to 12 storm damaged classrooms
115	Mhlutshwa Primary School	Nkangala	PWRT/ MAIN/010/24/MP	Renovation and refurbishment of 12 classrooms
116	Mhola Primary School	Ehlanzeni	EH-031744	Repairs to 6 classrooms and 1 Kitchen (Replace damaged roof covering, ceiling, ironmongery, floor covering, glazing, and paintwork
117	Mkhutshwa Secondary School	Nkangala	PWRT/ MAIN/028/22/MP	Drilling and equipping of new borehole. Supply and installation of 2x 5000L water storage tanks elevated on a steel stand and installation of water purification system.
118	Mkhweyantaba Secondary school	Bohlabela	BR-033600	Minor maintenance on 3 blocks of classrooms, roof repair, windows, new doors
119	Mlamlankunzi Primary School	Gert Sibande	PWRT/ MAIN/070/2419/ MP	Storm damage repairs to 3 classroom block A, with 2 offices and storeroom, 4 classroom block B, electrical installation and installation of new ceiling fans.
120	Mmagobane Primary School	Nkangala	NK-050795	Maintenance of Administration Block, 4 Classrooms and repairs to electrical works
121	Moduping Combined school	Bohlabela	BR-033597	Minor maintenance: Electrical work at 8 classes and admin block, roof paint on classes and fumigating. Replace ceiling 8 classes paint of burglars, new windows and walls
122	Moekwe Primary School	Nkangala	PWRT/ MAIN/008/24/MP	Renovation of 10 Classrooms and Administration Block
123	Mogoroshi Secondary School	Bohlabela	IDTMPU-CON-WP3.4B/1DOE	Renovations of 16x classrooms
124	Mohololoholo Secondary school	Bohlabela	IDT-MPUN07-MDOE-1	Replacing storm damage roof covering, facia & barge boards, ceiling, cracked or broken glazing in 8 classrooms, replacing cracked or broken in 3 mobile classrooms, replace collapsed section of fence and damage carports, replacing damaged electric wires and fittings.
125	Moloto Combined School	Nkangala	NK-050933	Minor maintenance to existing 8 VIP200 toilets and 9 waterborne toilets

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
126	Moratiseng Primary School	Bohlabela	BR-0319957	Maintenance of 16 classrooms
127	Motlamogatsane Primary School	Bohlabela	IDT-MPUN07-MDOE-1	Replacing storm damage roof covering, facia and barge boards, ceiling & cracked or broken glazing in 5 classroom blocks. Repairing enviro-loo toilet, repairing roof covering in car port Repairing damage electrical wiring and fittings.
128	Motoaneng Primary School	Nkangala	PWRT/ MAIN/067/24/MP	Renovation of 6 classrooms, hall gym and 2 x grade R classrooms
129	Mphanama Secondary School	Nkangala	PWRT/ MAIN/143/24/MP	Installation of Clear Vu perimeter Fence
130	Mtembeni Primary	Bohlabela	DPWRT/ SAN/013/23/MP	Demolition of existing 24 waterborne toilet, 08 enviro-loo, 02 pit toilets and construction of 20 enviro-loo, refurbishment of exiting bore hole and water reticulation system, fence tank
131	Mthombeni Primary School	Nkangala	PWRT/ MAIN/144/24/MP	Refurbishment of storm damages to existing Administration block
132	Mtimandze Secondary School	Ehlanzeni	EH-030800	Maintenance of 8 classrooms and 7 mobile classrooms
133	Mugidi Primary school	Bohlabela	DPWRT/ SAK-V/015/24/MP	Storm damage repairs of facia boards and ceiling to 2 x 4 classroom block and 1 x toilet block
134	Musa Secondary School	Nkangala	NK-050929	Maintenance of 16 classrooms and administration roof
135	Musi Primary School	Nkangala	PWRT/ MAIN/012/24/MP	Renovation of 18 classrooms,16 toilet seats and administration block. Installation of 2 new zinc type urinals and 9 wash hand basins.
136	Mvuzo Primary School	Nkangala	DPWRT/058/22/ MP	Demolition of existing administration block and Construction of new administration block. Renovation to existing 24 classrooms, 12 waterborne toilets with 7 basins and 6 urinals. Provision of perimeter fence
137	Ncakini Secondary School	Ehlanzeni	PWRT/ MAIN/018/24/MP	Renovation of 2X6 classrooms and Administration Block
138	Ndabeni Primary School	Bohlabela	IDTMPU-CON-WP1.2-A	Renovation of 16x classrooms, Admin block, 22x Waterborne toilets.
139	Ndawonye Primary School	Gert Sibande	PWRT/ SAN/281/19/MP	Demolition and replacement of 16 existing asbestos classrooms including soil improvement, retaining walls and electrical installation.
140	Ndindindi Primary School	Ehlanzeni	PWRT/2531/23/ MP	Construction of 1x2 classrooms, 2x3 classrooms block, administration, 1x Grade R, guardhouse, media centre, external works, electrical and mechanical.
141	Nelsville Combined School	Ehlanzeni	EH-030791	Maintenance of 8 classrooms and electrical connection to 15 mobile classrooms

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
142	Nembe Mhlaba Primary School	Bohlabela	PWRT/ MAIN/039/24/MP	Provisioning of a fence and guardhouse, Provision of 2X5000L Tanks and stands with fence around, construction of 1 drinking fountain
143	New Ermelo Primary School	Gert Sibande	PWRT/2436/19/ MP	The construction of admin block,32 classrooms,2x grade R's centres,1xlibrary,1xcomputer centre, ablutions with 21 seats,97 urinals and 32whb,1xkitchen, parking, ramps, steps and rails, 3x sport grounds and septic tank.
144	New White River Primary/ Secondary	Ehlanzeni	DPWRT/ SAN/003/24/MP	Provision of additional paving works for staff parking and walkways and site clearance
145	New White River Primary/ Secondary	Ehlanzeni	DPWRT/ SAN/016/23/MP	Construction of a guardhouse, refuse area, provision of a perimeter fence, 4x5000L water tank with 4 steel tank stands, electricity and 20 paved carparks
146	Nhanyane Secondary School	Ehlanzeni	PWRT/ MAIN/065/24/MP	Repairs to 5 classrooms,1st floor passage, toilet block, admin block and hall
147	Njanji Primary	Bohlabela	PWRT/ SAK-V/003/24/ MP	Construction of 5 Waterborne toilets, renovation of 26 waterborne toilets, installation of 3x5000L water tank with palisade fence around and 2 drinking fountains
148	Nokuthula Primary School	Gert Sibande	MDOE/DIST/ GS/019/24	Drilling of borehole
149	NP Mathabela secondary school	Bohlabela	BR-033604	Tilling works on 12 classroom and mechanical Electrical works 12, painting on steel and wood, partitioning in Admin class
150	NP Mathabela secondary school	Bohlabela	IDT-MPUN07-MDOE-1	Replacing storm damage roof covering, facia and barge boards, ceiling & cracked or broken glazing in 2x4 classroom block. Repairing, Repairing damage electrical wiring and fittings.
151	Ntabanhle Primary School	Gert Sibande	MDOE/DIST/ GS/016/24	Rehabilitation and equipping of borehole
152	Nyamande Secondary School	Bohlabela	IDTMPU-CON-WP3.3A-2	Replace broken windows and doors. Remove and replace floor screed. Remove and replace roof trusses and sheeting's in one block of 05 classes, replace ceiling, steel lockers, pinning boards, and ironmongery. Painting of ceiling, doors, security gate, windows and balustrades. Allow for electrical installation and window furniture
153	Othandweni Primary School	Nkangala	NK-050731	Maintenance of 3x classrooms, 40x toilet seats and administration block
154	Panyana Primary School	Bohlabela	DPWRT/ SAK-V/017/24/MP	Storm damage repairs to 2x4 classrooms block, 2 x 5 enviro-loo block and 2 x 6 enviro-loo toilet block

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
155	Phakamani Primary School	Ehlanzeni	PWRT/ MAIN/013/24/MP	Renovation of 20 classrooms
156	Phambanisa Primary School	Ehlanzeni	DPWRT/ SAN/133/20/MP	Construction of 25 enviro-loo toilets, 2 drinking fountain, steel palisade around water storage tank, refurbishment of existing septic tank and French drain, 8 waterborne toilets,
157	Phambili Secondary School	Gert Sibande	DPWRT/ SAN/012/23/MP	Demolition of 16x learner pit latrines. Refurbishment to existing waterborne toilets to alleviate leaking water pressure. Construction of additional 9x enviro-loo toilets,4x urinals,3x double concrete wash trough, provision of 2x 5000L elevated tank and palisade fencing around tanks. Provision for drinking fountains.
158	Phendulani Secondary School	Bohlabela	PWRT/ MAIN/060/24/MP	Replacement of damaged roof coverings and suspended ceiling to existing school hall and Replacement of glazing in 08 classrooms
159	Phindela Primary School	Ehlanzeni	DPWRT/058/21/ MP	Construction of 25 enviro-loo toilets with 08 urinals, 18 wash hand basin and 4 drinking fountains
160	Phulani Secondary School	Bohlabela	PWRT/2484/21/ MP	Demolition of existing structures, Construction of new sport field and one (1) combo court, construction of 10 classrooms, new kitchen, new media centre, new administration block and new guardhouse with related services
161	Piet Retief Combined	Gert Sibande	DPWRT/ SAN/002/23/MP	Refurbishment to existing waterborne toilets to alleviate leakages water pressure. Construction of additional 7x waterborne toilets,12x urinals,3x double concrete wash trough, provision of 7x 5000L elevated tank and palisade fencing around tanks. Provision of 6x drinking fountains.
162	Powerline Primary school	Bohlabela	PWRT/ MAIN/059/24/MP	Replacement of damaged Roof coverings, Roof Trusses, Ceiling, doors, Chalk, pinning boards and glazing of 2x 4 classroom block, Replacement of damaged combi court fence, refurbishment of combi court surface, and replacing of diamond marsh fence with invisible fence
161	Pugishe Primary school	Bohlabela	BR-033601	Minor maintenance to 14 classrooms
162	Pungutsha Secondary School	Nkangala	IDT-MPUN05-CON-6	Demolition of 12 pit toilets and removal of redundant concrete slab
163	Qcetshwayo Primary School	Bohlabela	BR-031888	Maintenance of 07 classrooms
164	Ramabale Primary School	Nkangala	NK-050932	Maintenance of 5 classrooms
165	Reatlegile Primary School	Nkangala	NK-050792	Maintenance of 27 waterborne toilets
166	Rev SA Nkosi	Gert Sibande	MDOE/DIST/ GS/013/24	Rehabilitation/drilling and equipping of borehole at Rev SA Nkosi Secondary School

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
167	Rhandzekile Primary school	Bohlabela	DWRT/407/20/ MP	Demolition of unsafe structures (10 classrooms, kitchen, toilet building and guardhouse). Construction of 5 new classrooms, 2x Grade R Centres, kitchen, guardhouse, fence, electricity and external works
168	Sabane Secondary School	Ehlanzeni	PWRT/ MAIN/043/24/MP	Refurbishment of 20 classrooms, administration block, 16 enviro-loo toilets, computer centre and guardhouse
169	Sabeka Primary school	Bohlabela	PWRT/ MAIN/058/24/MP	replacement of damaged roof covering, roof trusses, ceiling and Aluminium door at the admin block and ablution block. Replacement of damaged palisade fence of 110m
170	Salani Primary	Bohlabela	DPWRT/ SAN/007/23/MP	Refurbishment of 15 Enviro-loo toilets, construction of 05 enviro-loo toilets with 02 urinals and 09 hand wash basin, 1x 5 000l tank and stand, fence around, water reticulations, 02 drinking fountains and French drain
171	Sambo Primary School	Ehlanzeni	IDTMPU-CON-WP1.3	Renovations to 12 classrooms, administration block, home economics centre, computer centre and kitchen.
172	Samora Machel Secondary School	Ehlanzeni	MPUN07-MDOE-CON-5	Storm damage repairs to roof coverings on 1 classroom
173	Samora Machel Secondary School	Ehlanzeni	PWRT/ MAIN/033/23/MP	Renovations and repairs to administration block, 4x3 classroom block, 2x classrooms, storm water drainage, general site works and paving to flooded spaces between the classrooms.
174	Samson Sibuyi Primary	Bohlabela	DPWRT/ SAN/006/23/MP	Renovation of existing 22 enviroloo toilets, 1x 5000L tank and stand, water reticulation, 01 drinking fountain, French drain and urinal network and water purification plant
175	Sanqotho Primary School	Gert Sibande	IDTMPU-CON-WP1.2/B	Maintenance of 8 classrooms and admin block
176	Sediba Sa Thutho Primary school	Bohlabela	IDT-MPU-CON-C3/MDOE-CE	Repair of principal s office, two classrooms blown off, the rest of the blocks are to be checked and fixed carport roof, teachers and girl's toilet to be fixed
177	Sehoko Primary School	Nkangala	PWRT/ MAIN/139/24	Damaged roof, ceiling, glazing and electrical work to the admin block. Damaged to the walkway ceiling
178	Sele Primary School	Bohlabela	IDTMPU-CON-WP3.3B/1DOE	Renovation and refreshment to classroom blocks and admin blocks, installation of perimeter fence
179	Sesete Primary School	Bohlabela	PWRT/ MAIN/117/24/MP	Repairs to 10 classrooms and demolition of 1 block of 2 classrooms

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
180	Sethlare Primary School	Bohlabela	PWRT/ MAIN/054/24/MP	Replacing storm damaged roof coverings, Fascia and Barge Boards, Ceiling, Electrical wiring and fitting and cracked or broken glazing in 2 classrooms, 1 kitchen and 1 office including 12 carports
181	Shabalala Secondary School	Ehlanzeni	MPUN07-MDOE-CON-5	Storm damage repairs to roof coverings on 3 classrooms
182	Sibambayana primary school	Bohlabela	IDT-MPUN05-CON-1	demolition of 8 pit toilets, renovation of 12 waterborne toilets, 2 urinals and 10 hand wash basins, provision of 2x2500l JoJo tanks and 2x drinking fountains and drilling a borehole.
183	Siboyiye Secondary School	Bohlabela	IDT MPUN04-MDOE-CON-2B	Maintenance of 08 classrooms
184	Sibukosetfu Secondary School	Ehlanzeni	DPWRT/ SAN/011/23/MP	Construction of 24 enviro-loo toilets with 14 wash hand basins, 08 urinals, 2x drinking fountains, refurbishment of steel tank stand and honey sucking of the septic tank.
185	Sicelalwati Combined School	Ehlanzeni	PWRT/ MAIN/005/24/MP	Renovation of 24 classrooms, laboratory and 24 waterborne toilets
186	Sidloko Primary School	Ehlanzeni	MPUN07-MDOE-CON-5	Repairs to 4 storm damaged classrooms
187	Sikhulile Circuit	Ehlanzeni	EH-031741	Repairs to storm damaged carport, circuit roof coverings, circuit office electrical works maintenance, deep cleaning and site clearance
188	Siphumelele Hall DTDC	Gert Sibande	MDOE/DIST/ GS/001/24	Phase 2 Fence and renovations of guard house
189	Sitintile Secondary School	Ehlanzeni	DPWRT/180/22/ MP	Refurbishment of existing 23 classrooms and 22 waterborne toilets
190	Siyancoba Primary School	Ehlanzeni	DPWRT/ SAN/165/20/MP	Construction of 3 enviro-loo toilets with 2 wash hand basin 2x urinals, 2 drinking fountains, renovations to 17 enviro-loo toilets, with 3 wash hand basin, 2x urinals and drilling and equipping of a borehole, provision of 2x5000L water tanks with 2x steel tank stands.
191	Siyeta Primary School	Gert Sibande	DPWRT/040/22/ MP	Renovation of the 16 x Classrooms, 1xAdministration block including septic tank, Provision of security/perimeter fencing around the school including a guard house and refuse area.
192	Sizamakwethu Combined School	Nkangala	PWRT/ MAIN/050/24/MP	Renovation of 18 classrooms and administration block
193	Slindzile Primaty School	Gert Sibande	MDOE/DIST/ GS/015/24	Renovation of four (4) classrooms
194	Sokisi Secondary school	Bohlabela	DPWRT/ SAN/004/23/MP	Construction of perimeter fence guardhouse, sewer, water and electrical installation for the guard house

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
195	Sokisi Secondary school	Bohlabela	IDTMPU-CON-WP1.2.1B	Renovation of 12 classrooms, Admin block, guardhouse, 1x10000 water tank and 18 Enviro-loo toilets
196	Soniye Primary school	Bohlabela	BR-033623	Minor work maintenance. Renovation of 12 classrooms
197	Soshangane Secondary School	Ehlanzeni	PWRT/MAIN/064/24/MP	Storm damage repairs to 8 classrooms
198	Sozama Secondary School	Nkangala	PWRT/MAIN/145/24/MP	Storm damage repairs to existing library and car park shelter
199	Springvalley Primary School	Nkangala	NK-050968	Maintenance of 7 classrooms and desludging of septic tank
200	Tetema Primary School	Nkangala	IDT-MPUN05-CON-6	Demolition of 6 pit toilets
201	Thekiso Primary School	Nkangala	PWRT/MAIN/140/24/MP	Repairs to 4 classrooms
202	Tikhuni Secondary School	Ehlanzeni	PWRT/MAIN/062/22/MP	Repairs to administration block and 8 classrooms
203	Timbavati Primary school	Bohlabela	BR-033598	Minor works maintenance. Renovation of 12 classrooms
204	Tisiteni Combined school	Gert Sibande	DPWRT/MAIN/027/23/MP	Renovations to 17 existing classrooms including makeshift administration and principal office, treatment of termites around classroom blocks resuscitation of existing borehole
205	Tsakane Special School	Bohlabela	DPWRT/SAN/017/23/MP	Refurbishment of existing 5 waterborne toilets and construction of new 5 enviroloo toilets
206	UBuhlebolwazi Secondary School	Gert Sibande	DPWRT/171/22/MP	Renovation of admin block, 20 classrooms. demolition of 4 classrooms. Construction of 8 classrooms. Renovation of 30 waterborne toilets
207	Umsebe Primary School	Gert Sibande	PWRT/MAIN/011/23/MP	Renovate 22 classrooms library and admin block
208	Uthaka Secondary School	Gert Sibande	IDTMPU-CON-WP3,4B/1DOE	Minor maintenance works to 7 block classrooms 1x library and 1x laboratory
209	Vaalrivier Special School	Gert Sibande	DPWRT/209/19/MP	Demolishing of 9 Asbestos classrooms, Construction of 4 Standard Classrooms & Workshops. Renovation of existing Dormitories, Admin Building, School Hall. Electrical & Mechanical Works, Fire Compliance & external works
210	Volkrust Primary school	Gert Sibande	DPWRT/024/19/MP	Construction of 15 waterborne toilets,5 urinals and 11 wash hand basins, refurbishment of 20 waterborne seats,5 urinals and 17 wash hand basins, installation of 1x5000L water tank and stand.
211	Vukanini Primary School	Gert Sibande	MDOE/DIST/GS/018/24	Maintenance of ablutions, ramps and rails

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	SCOPE OF WORK
212	Vukasambe Primary School	Ehlanzeni	PWRT/ SAK-V/013/24/MP	Renovations of 18 classrooms
213	Wakkerstroom Circuit Office	Gert Sibande	MDOE/DIST/GS/	Renovations of circuit administration block
214	Wolvenkop Special School	Nkangala	NK-050545	Minor maintenance to existing admin block, 8 waterborne toilets,2 urinals ,8WHB & 6 hostels
215	Yinhle Lentfo Primary School Phase 2	Ehlanzeni	DPWRT/2405/19/ MP	Construction of 24 new classrooms,2 Grade R blocks, Administration block, Computer Centre, Kitchen, Library, Guardhouse, Electricity, Ramp and Rails and a Car Park
216	Zibokwane Primary School	Ehlanzeni	PWRT/ MAIN/063/24/MP	Repairs to 4 classrooms, kitchen, and administration block

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

No	Project Name	District	Project Number	Scope of Work	
1	Amanzi Primary School	Gert Sibande	DPWRT/ SAN/182/20/MP	Refurbishment of 4 waterborne toilets for female and for male staff and urinal. Construction of 12 enviro-loo toilets, 4 urinals, and 9 basins, install steel palisade fence & steel gate around water tanks, 1 x drinking fountain.	31-Mar-26
2	Bergplaas Primary School	Gert Sibande	DOE02MPUR094	Refurbishment of 2xclassroom block,3xclassroom block,2xclassroom block,1xgrade R space block,1x admin space block,1x enviroloo ablution block,1xwaterborne ablution block, maintenance of water reticulation, construction of septic tank.	31-Mar-26
3	Bongumusa Secondary School	Nkangala	NK-043317	Drilling of new borehole, renovation of 9 waterborne toilets. Upgrade water reticulation, installation of palisade fence around tanks and demolition of 8 pit toilets	31-Mar-26
4	Buhlebuyeta Primary School	Ehlanzeni	RFP372/2022	Renovation of classrooms and administration block affected by termites	31-Mar-26
5	Buyani Primary School	Ehlanzeni	DPWRT/ SAN/096/20/MP	Construction of perimeter fence guardhouse and associated services	31-Mar-26
6	Cana Combined School	Gert Sibande	PWRT/ MAIN/162/24/MP	Repairs to 3x5 classrooms damaged by the storm	31-Mar-26
7	Carolina Circuit	Gert Sibande	GS-040314	Renovation of circuit office, construction of guard house, renovation of garage, installation of 3 gates and paving	31-Mar-26
8	Catfulani Primary School	Ehlanzeni	RFP372/2022	5 classrooms. Fixing of roof (replace damaged roof covering and roof trusses) replace ceiling, repair electricity, soil poisoning	31-Mar-26
9	Clewer Combined School	Nkangala	DPWRT/025/22/MP	Demolition of asbestos toilet block and construction of 5 toilets and associated infrastructure	31-Mar-26
10	Clifton Primary School	Gert Sibande	RPF 186-2024	Demolition of 6 pit toilets	31-Mar-26
11	Cothoza Primary School	Gert Sibande	PWRT/ MAIN/071/24/MP	Storm damage repairs to 1x5 classroom block A,1x4 classroom B, with storeroom and office,1x3 classroom block C, with storeroom, electrical installation and installation of new ceiling.	31-Mar-26
12	Cunningmore Primary school	Bohlabela	PWRT/ MAIN/049/24/MP	Maintenance of administration block, kitchen, 17 classrooms, 20 enviroloo toilets, borehole, Electrical and Mechanical works	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
13	D&C Comprehensive School	Gert Sibande	IDTMPUN04-MDOE-CON-78	Replace Roof structure, ceilings, electrical work floor tiles, windowpanes and re-treat termites and replace damaged water tanks and stands	31-Mar-26
14	Driekoppies Combined School	Ehlanzeni	RPF 187-2024	Repairs and Renovations to 28 classrooms	31-Mar-26
15	Duma Primary School	Ehlanzeni	RFP372/2022	Major renovation to the classrooms, administration block and treatment of termites	31-Mar-26
16	Dundonald Circuit	Gert Sibande	SG-040272	Renovation of 3 offices, kitchen and Toilets	31-Mar-26
17	Ebhudlweni Primary School	Nkangala	DPWRT/013/20/MP	Demolition of 22 classrooms and construction of 22 classrooms. Renovation of Administration Block and Ablution facilities. Demolition of 5 classrooms	31-Mar-26
18	Ehlanzeni District Offices-A	Ehlanzeni	DPWRT/083/22/ MP-A	Maintenance of ablution facilities and installation of new sewer and water reticulation systems	31-Mar-26
19	Ehlanzeni District Offices-B	Ehlanzeni	DPWRT/083/22/ MP-B	Repairs, renovation and refurbishment of Block A (Management Building)	31-Mar-26
20	Ekulindeni Secondary School	Gert Sibande	DOE02MPUR113	Repair a hall and library damaged by storm	31-Mar-26
21	Ekwazini Secondary School	Nkangala	DPWRT/056/22/MP	Refurbishment of 18 waterborne toilets, renovations of 18 classrooms, administration block, library, school hall and fence	31-Mar-26
22	Emakhazeni Boarding School	Nkangala	PWRT/ MAIN/147/24/MP	Refurbishment of onsite wastewater treatment plant	31-Mar-26
23	Emakhazeni Boarding School	Nkangala	RFP186/2024	Repairs and renovation of burnt hostel	31-Mar-26
24	Ematholeni Primary School	Ehlanzeni	IDT-MPUN04-CON-SA.2	Renovate 25 classrooms, admin block, guardhouse, hod office, library, computer lab, kitchen, grade r and ablutions	31-Mar-26
25	Empucukweni Secondary School	Nkangala	RFP186/2024	Renovation and refurbishment of 34 classrooms	31-Mar-26
26	Engelsdraai Primary School	Gert Sibande	DPWRT/077/24/MP	Repairs to storm damaged parent meeting block block,2,3 and 4	31-Mar-26
27	Evimbilanga Primary School	Ehlanzeni	DPWRT/ SAN/125/20/MP	Demolition of 7 pit toilets, construction of 8 enviro-loo toilets, 5 urinals, 13 wash hand basins and renovate existing 21 waterborne toilets to inlets and water storage, 2X 5000L Jojo tanks	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
28	Ezakheni Boarding School	Gert Sibande	MDOE/MAIN/ EZAKHENI/2022/06	Diagnosis, provision of 2x1000 and 500kvA and servicing 500kva and repair of 1000 kva and 500kva transformers and retiring of min sub hub 2 to original design (kitchen, admin and block connection)	31-Mar-26
29	Ezwenilethu Primary School	Nkangala	PWRT/MAIN/161/24/ MP	Renovations to 2 x 5 classrooms	31-Mar-26
30	Funduqhubeke Primary School	Gert Sibande	PWRT/ MAIN/073/23/MP	Demolition of unsafe 3 classrooms, renovation to 1x3 classroom block with office, construction of 1x3 new classroom block, electrical installation and installation of new ceiling fans	31-Mar-26
31	Funjwa Primary School	Bohlabela	IDT MPUN04-MDOE-CON-2A	Maintenance on 08 classrooms	31-Mar-26
32	George Hofmeyer Special School	Gert Sibande	DPWRT/206/19/MP	Construction of 4 New Standard Classrooms, Renovations of existing 1x Dormitories, 13x Classrooms and 5x Workshops.	31-Mar-26
33	Gert Sibande District office	Gert Sibande	GS-043934	Maintenance of Gert Sibande District offices	31-Mar-26
34	Gert Sibande District Offices	Gert Sibande	MDOE/DIST/ GS/012/24	Maintenance of water reticulation	31-Mar-26
35	Gezinqondo Secondary School	Bohlabela	IDT MPUN04-MDOE-CIVSTRU-1A	Maintenance of facilities: 16 classrooms, 20 toilets, 02 urinals, 18 WHB, Electrical works, Ramps and Rails	31-Mar-26
36	Godide Secondary School	Bohlabela	PWRT/2530/23/MP	Phase 2: Demolition and construction of 15 classroom rooms, construction of Administration Block, Science Laboratory, Hall, kitchen, Ramps and rails, sports grounds and Car Park. Construction of media centre to accommodate the Computer Centre and Library.	31-Mar-26
37	Goebram Primary School	Gert Sibande	DPWRT/329/20/MP	Construction of 9 waterborne toilets,2 xwhb,3x urinals, septic tank, fence around water tank, 2x 5000l L JoJo tanks and 1x drinking fountain	31-Mar-26
38	Hlalisani Primary School	Gert Sibande	PWRT/ MAIN/072/24/MP	Demolition of existing 4 classroom block affected by storm with the construction of 2x2 classroom block, electrical installation and installation of new ceiling fans	31-Mar-26
39	Hlelimfundo Secondary School	Gert Sibande	GS-043936	Rehabilitation of sewer system	31-Mar-26
40	Hoyi Primary School	Ehlanzeni	IDT-MPUN04-CON-SA.1	Renovation of 3x5 classroom block, admin block, guardhouse, enviroloo ablutions	31-Mar-26
41	Imizamoyethu Primary	Gert Sibande	IDT MPUN04-MDOE	Maintenance works of 4x education block (5 classrooms)2x ablution block,1xadmin block	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
42	Insikazi Circuit	Ehlanzeni	RFP372/2022	Provide borehole including sinking/drilling, testing and equipping with adequate capacity pump and all accessories and including all pipe work to connect up to elevated tanks.	31-Mar-26
43	Intfutfuko Primary School	Ehlanzeni	DPWRT/075/20/MP	Renovation of 14 classrooms (Block B:4, Block C:4 and Block D:6)	31-Mar-26
44	Itireleng Primary School	Nkangala	PWRT/ MAIN/149/24/MP	Maintenance of administration block, 26 classrooms, 18 waterborne toilets, electrical and mechanical work	31-Mar-26
45	Jacob Mdluli Secondary School	Ehlanzeni	RFP372/2022	Replacement of roof trusses and roof sheeting for 2 classrooms, Sealing roof leakages on 8 classrooms, painting of walls. Replacement of damaged ceiling, replacement of 10 doors, glazing, fixing of electrical works	31-Mar-26
46	Jeremia Mdaka Primary School	Nkangala	RFP186/2024	Renovation and refurbishment of 25 classrooms	31-Mar-26
47	Joseph Matsebula Secondary School	Ehlanzeni	PWRT/ MAIN/024/24/MP	Renovation of 18x waterborne toilets, 22 classrooms, admin block, media and science lab centre.	31-Mar-26
48	Ka-Duma Primary School	Gert Sibande	PWRT/ MAIN/047/24/MP	Comprehensive renovation of 4x 4 classroom block and administration	31-Mar-26
49	Kamhlushwa Primary School	Ehlanzeni	DPWRT/081/21/MP	Replace damaged doors, replace affected roof covering, ceiling, re-install school sign board and replace damaged steel palisade fence	31-Mar-26
50	Khamane Secondary School	Nkangala	PWRT/ MAIN/150/24/MP	Renovation to the administration, library, double storey (12 classrooms and 20 toilets) double storey (2 classrooms and hospitality centre), double storey (14 classrooms and 20 toilets), double storey (2 x classrooms, 2 x science laboratories and computer centre and 24 toilets	31-Mar-26
51	Khanya Primary School	Gert Sibande	DPWRT/ MAIN/079/24/MP	Repairs to storm damage to 2 classrooms	31-Mar-26
52	Khonzimfundo Primary School	Nkangala	PWRT/MAIN/151/24/ MP	Refurbishment of administration block, refurbishment of 22x classrooms and refurbishment of 42 x waterborne toilets, borehole, electrical and mechanical works	31-Mar-26
53	Khula Secondary School	Ehlanzeni	IDT-MPUN04-4.1	Refurbishment to 21 classrooms, 20 enviroloo toilets and administration block	31-Mar-26
54	Khuthalani Primary School	Nkangala	PWRT/ SAK-V/008/24/MP	Refurbishment of existing 2x4 classroom blocks, 22 waterborne toilets and grade R centre	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
55	Khutsala Primary school	Gert Sibande	DPWRT/007/22/MP	Demolition of 8 existing pit toilet, renovation of 16 waterborne toilets, 4xurinals,2x toilet seats in admin block, construction of 9x enviroloo, 4x urinals,5x5000L steel tank with palisade fencing, septic tank soak-way, 2x drinking fountain and water reticulation and frilling of a new borehole including pressure	31-Mar-26
56	Klein Vrystaat Primary	Gert Sibande	PWRT/ MAIN/163/24/MP	Storm damage repairs to 5 classrooms, admin building and kitchen space	31-Mar-25
57	Kooronfontein Primary School	Nkangala	PWRT/ MAIN/007/24/MP	Renovation of admin block and 21 classrooms	31-Mar-25
58	Kromdraai Primary School	Nkangala	RFP186/2024	Renovation and refurbishment of 24 classrooms	31-Mar-25
59	Lamlile Primary School	Gert Sibande	PWRT/ MAIN/164/24/MP	Storm damage repairs to grade R classrooms and carports	31-Mar-25
60	Langa Secondary School	Ehlanzeni	PWRT/2536/23/MP	Construction of 12 classrooms, computer centre, kitchen, library, administration block, guardhouse, 20 enviro-loo toilets rehabilitation of existing soccer field, car parking, assembly area, septic tank and connection of water from existing borehole	31-Mar-25
61	Lehlasedi Secondary School	Bohlabela	IDT-MPUN04-MDOE-CIV&STRU-1B	Demolition of pit toilets, refurbishing sports ground and installation of assembly shelter	31-Mar-25
62	Lekwa East & West Circuits	Gert Sibande	GS-040275	Maintenance of Circuit offices	31-Mar-25
63	Lesodi Secondary School	Bohlabela	IDT MPUN04-MDOE-CON-2B	Maintenance of classrooms, 22, Admin block, lib and staffroom and Ablution facilities	31-Mar-25
64	Libangeni Secondary School	Nkangala	PWRT/ MAIN/082/24/MP	Renovation of waterborne toilets, 14 classrooms and admin block and 2 x exams hall	31-Mar-25
65	Lomahasha Secondary School	Ehlanzeni	PWRT/ MAIN/168/24/MP	Repairs to storm damaged roofs 8 classrooms, library, computer and science laboratory, administration block fascia boards, replacement of perimeter fence and guardhouse	31-Mar-25
66	Lomatidraai	Ehlanzeni	DPWRT/076/22/MP	Renovations of 15 classrooms. (Block A: four classrooms: Block B: six classrooms, and Block D: five classrooms)	31-Mar-25
67	Longtom Secondary School	Bohlabela	PWRT/2508/23/MP	Construction of Guardhouse, 28 classrooms, Admin Block, Library, Computer Centre, Science Lab, School Hall, Kitchen, Perimeter Fence, 25 ablutions, Ramps and rails and 3 sports grounds	31-Mar-25

No	Project Name	District	Project Number	Scope of Work	
68	Lothair primary school	Gert Sibande	PWRT/MAIN/011/24/MP	Maintenance of 11 classroom, maintenance of 20 toilets, provision of 4x 5000L JoJo tank elevated on a steel tank. Maintenance of water and sewer reticulation. Provision of two drinking fountains.	31-Mar-25
69	M.C Zitha Combined School	Ehlanzeni	PWRT/MAIN/153/24/MP	Major Maintenance of 19 classrooms	31-Mar-25
70	Mabonwana Primary School	Bohlabela	PWRT/MAIN/042/24/MP	Maintenance of administration block,16 classrooms, 21 waterborne toilets, borehole drilling electrical and mechanical works	31-Mar-26
71	Mabothe Senior Secondary School	Nkangala	PWRT/MAIN/050/24/MP	Renovation of waterborne toilets, 15 classrooms, laboratory, library and administration block	31-Mar-26
72	Madi Primary school	Gert Sibande	PWRT/MAIN/028/24/MP	Renovation of 30 classrooms and administration block	31-Mar-26
73	Madiboane Primary School	Nkangala	PWRT/MAIN/076/24/MP	Repairs to 5 classroom block, 4 classroom block and 3 classroom blocks	31-Mar-26
74	Magaduzela Primary School	Nkangala	DPWRT/SAN/058/18/MP	Construction of 13 enviro loo toilets, 2 urinals, 9 wash hand basins,2 drinking fountains, 2 x5000l water tanks with tank stand and equipping of a borehole. Demolish 8 pit toilets	31-Mar-26
75	Magotshwa Secondary School	Gert Sibande	GS-046543	Remove and replace roof sheets 1 block, remove and replace ceiling of six classrooms and electric works	31-Mar-26
76	Magubha Primary School	Ehlanzeni	RPF 187-2024	Repairs and Renovations to 16 classrooms	31-Mar-26
77	Mahhushe Agricultural Secondary School	Ehlanzeni	IDT-MPUN04-CON-SA.2	Refurbishment of 17 classrooms, admin block, kitchen, science lab, computer lab, enviroloo ablutions and provision of water.	31-Mar-26
78	Majembeni primary school	Bohlabela	IDT MPUN04-MDOE-CIVSTRU-3B	Demolition of existing Toilets, renovation of 7 blocks of classrooms, replace roof trusses and roof coverings of 4 blocks, erecting steel stand & jojo tank and new borehole	31-Mar-26
79	Makoko Primary School	Ehlanzeni	RFP372/2022	Replacement of roof trusses and roof sheeting on 5 classes, sealing roof leakages on 9 classes. The roof be removed and replaced, along with the ceiling and electrical connections. Replacement of 14 doors, painting of internal and external walls	31-Mar-26
80	Malekutu Primary School	Ehlanzeni	RFP372/2022	Renovations of 12 classrooms	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
81	Manyakatana Primary school	Bohlabela	DPWRT/071/21/MP	Construction of perimeter fence guardhouse, sewer, water and electrical installation for the guard house	31-Mar-26
82	Manyano Primary School	Nkangala	PWRT/ MAIN/029/22/MP	Maintenance of 24 classrooms, administration block, nutrition block, library block, grade r toilet block, female toilet block and male toilet block	31-Mar-26
83	Manyazela Primary School	Nkangala	RFP186/2024	Repairs to 15 enviro loo toilets	31-Mar-26
84	Maphakama Primary School	Ehlanzeni	RFP372/2022	Demolish 8 existing plain pit toilets including the apron around toilets	31-Mar-26
85	Maphakama Primary School	Ehlanzeni	IDT-MPU04-CON-5B.2	Maintenance and Renovations to Maphakama Primary School	31-Mar-26
86	Marifaan Primary school	Bohlabela	RFP257/2023	Construction of 6 classrooms, 2 Grade R Centres.	31-Mar-26
87	Marongwane Primary School	Bohlabela	IDT MPUN04-MDOE-CON-2A	Maintenance on 12 classrooms	31-Mar-26
88	Masakhane Primary School	Gert Sibande	MDOE/DIST/ GS/019/24	Demolish 3m Long x 3m Wide x 3m deep septic tank i.e. take-off 3 000mm x 3 000mm x 100mm thick concrete slab on the top of the septic tank, take off the waste inside the tank and dispose it according to Environmental prescripts. Fill the tank with the G 5 Material and compact to 93% MoD Ashto density and the 200mm topsoil below natural ground level.	31-Mar-26
89	Masilela Secondary School	Bohlabela	IDT MPUN04-MDOE-CIVSTRU-3B	Demolition of 2 pit toilets, renovation of 4 Block and 3 buildings, new borehole, erection of steel tank stand and 5000l tank, reconstruction of septic tank.	31-Mar-26
90	Masitakhe Secondary School	Ehlanzeni	PWRT/ Sak-V/081/24/MP	Storm damage repairs to admin and ablution	31-Mar-26
91	Mathukwane Secondary school	Bohlabela	IDT-MPUN04-MDOE-CIV&STRU-1B	Demolition of pit toilets, Installation of goal post, renovation of 7 classrooms, tiling, roofing trusses, installation of windows	31-Mar-26
92	Maviljan Primary School	Bohlabela	IDT MPUN04-MDOE-CON-2A	Maintenance on 16 classrooms	31-Mar-26
93	Mavimbela Primary	Bohlabela	PWRT/409/20/MP	Provision of fence and guardhouse and related services	31-Mar-26
94	Mavula Primary School	Nkangala	PWRT/ MAIN/075/24/MP	Renovation of administration block, 14 classrooms, grade R Classroom, library, computer centre, kitchen and 16 waterborne toilets	31-Mar-26
95	Mbalenhle Secondary School	Gert Sibande	IDTMPU-CON-WP3,4B/1DOE	Renovation of 12x toilets,20 classrooms,1 admin block,02 offices, 01x library	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
96	Mbombo Combined School	Ehlanzeni	DPWRT/ MAIN/010/24/MP	Renovation of 18 classrooms and administration block	31-Mar-26
97	Mhwayi Primary School	Ehlanzeni	RFP372/2022	Demolition of existing toilets, construction of new toilets. Provision of adequate water tanks on elevated steel stand and platform.	31-Mar-26
98	Middelburg Combined School	Nkangala	RFP186/2024	Demolition of 3 unsafe and redundant structures	31-Mar-26
99	Mjokwane Secondary School	Ehlanzeni	IDT-MPU04-CON-5B.2	Maintenance and Renovations to Mjokwane Secondary School	31-Mar-26
101	Mkhondo Boarding School	Gert Sibande	PWRT/2393/18/MP	Construction of administration block, multi-purpose hall.4x grade R centres, 2 grade R residents, science lad, computer lab, library,4x3 classroom blocks,6x3classroom blocks, 4x girl dometories,4x boys' dormitories, guard house,2x changerooms and fencing	31-Mar-26
102	Mkhutshwa Secondary School	Nkangala	DPWRT/ SAN/253/20/MP	Construction of 1x borehole.	31-Mar-26
103	Mlondozi Primary School	Gert Sibande		Rehabilitation of damaged septic tank, construction of new septic tank, making good electrical reticulation and making good water reticulation.	31-Mar-26
104	Mokebe Secondary School	Nkangala	DPWRT/ SAN/302/20/MP	Provision of fence and guardhouse and related services	31-Mar-26
105	Mondi Science centre	Gert Sibande	GS-040486	Renovation of Workshops, Garages, Ablution blocks and Offices	31-Mar-26
106	Mpuluzi Circuit Office	Gert Sibande	DPWRT/034/22/MP	Maintenance of offices	31-Mar-26
107	Mpuluzi DTDC	Gert Sibande	GS-040274	Renovation of 22 Offices, 1 Boardroom, Kitchen, Printing room, 2 Strong room, Guard room, 2 workshops, and 18 Toilets. Construction of Carports.	31-Mar-26
108	Mpuluzi Secondary School	Gert Sibande	MDOE/DIST/ GS/020/24	Maintenance of 6 storm damaged classroom, hall and admin block.	31-Mar-26
109	Mpumelelo Primary School	Gert Sibande	GS-040486	Maintenance of Toilets, Paint work, water reticulation and sewer	31-Mar-26
110	Mpunzana Primary School	Ehlanzeni	RFP 258/2023	Construction of 5 classrooms, grade R centre, kitchen, guardhouse, perimeter fence and renovation of 6 classrooms, administration block and ablution facility.	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
111	Mshadza Secondary School	Ehlanzeni	PWRT/ MAIN/030/24/MP	Renovation of 31 classrooms, science and laboratory& home economic centre	31-Mar-26
112	Mtembeni Primary School	Bohlabela	IDT MPUN04-MDOE-CON-3A.1	maintenance of 12 classrooms, kitchen and Admin block	31-Mar-26
113	Mzangedwa Secondary	Bohlabela	PWRT/ MAIN/031/24/MP	Refurbishment of 16 classrooms and admin block, 20 waterborne toilets and guardhouse	31-Mar-26
114	Ndabezitha Primary School	Nkangala	PWRT/ MAIN/154/24/MP	Comprehensive maintenance to 12 classrooms and administration block	31-Mar-26
115	Ndlela Secondary School	Gert Sibande	PWRT/ MAIN/136/24/MP	Demolition of storm damaged classrooms. Construction of 4 new classrooms and kitchen.	31-Mar-26
116	Ndlela Secondary School	Gert Sibande	PWRT/ MAIN/156/24/MP	Construction of perimeter fence and guardhouse	31-Mar-26
117	New Moloto Secondary School (Queen Sonengane)	Nkangala	DPWRT/025/23/MP	Provision of perimeter fence, guardhouse and basic services (Electricity, water and sewer)	31-Mar-26
118	Nganana secondary school	Gert Sibande	DPWRT/ MAIN/046/24/MP	Demolition and replacement of 16 existing asbestos classrooms including soil improvement, retaining walls and electrical installation.	31-Mar-26
119	Nhanyane Secondary School	Ehlanzeni	PWRT/ MAIN/065/24/MP	Comprehensive maintenance of administration block, 16 classrooms, 24 waterborne toilets, 14 enviroloo toilets, science laboratory, multipurpose centre, walkways, electrical and mechanical related services	31-Mar-26
120	Nhlengelo Primary school	Bohlabela	DPWRT/ SAN/002/24/MP	Demolition of 4 x pit toilets, demolition of 12 x substandard block of waterborne toilets. Construction of x 25 toilets (5 for unisex Grade R, 10 for girls, 4 for boys, 2 for unisex disabled, 3 for female staff and 1 for male staff), 8 urinals (6 for boys and 2 for female staff) and basins. Provisioning of 2x drinking fountains. Fencing around water storage tanks. Repairs to existing borehole, drilling, and equipping of additional new borehole. Water reticulation.	31-Mar-26
121	Phelwane Primary School	Nkangala	PWRT/ MAIN/158/24/MP	Maintenance of administration block, 12 x classrooms, 8 waterborne toilets, 11 enviro loo toilets, electrical and mechanical works	31-Mar-26
122	Phuzamanzi Primary School	Gert Sibande	PWRT/ MAIN/165/24/MP	Repair to 3 classrooms damaged by storm	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
123	Piet Retief Hoerskool	Gert Sibande	DPWRT/ MAIN/137/24/MP	Storm damage repairs to civil workshop, perimeter palisade fencing, 3x carports, retaining wall, pavilion seating area. Tennis court and electrical work installation to sports facilities.	31-Mar-26
124	Pilgrims Rest Primary	Bohlabela	IDT-MPUN05-PILGRIMS PS-CON-1	Demolishing of Asbestos Classrooms	31-Mar-26
125	Portia Shabangu Secondary School	Ehlanzeni	PWRT/ MAIN/170/24/MP	Repairs to Science Block and Administration Block	31-Mar-26
126	Reti Secondary School	Bohlabela	IDT MPUN04-MDOE-CIVSTRU-3B	Demolishing of 08 pit toilets, renovation of 12 classrooms, construction of septic tank, 02 drinking fountains, replacing of 08 roof sheeting	31-Mar-26
127	Rev SA Nkosi	Gert Sibande	PWRT/ MAIN/080/24/MP	Refurbishment of 4xclassroom block,1xwaterborne ablution block	31-Mar-26
128	Rietkol Primary School	Nkangala	PWRT/ MAIN/023/24/MP	Construction of a guardhouse, upgrading of security/perimeter fencing and other related services	31-Mar-26
129	Rindzani Secondary school	Bohlabela	BR-004029	Minor maintenance in 16 classrooms, Electrical works, painting and Termine Treatment	31-Mar-26
130	Rockdale Ext24 Primary School	Nkangala	PWRT/2505/23/MP	Construction of Rockdale Ext 24 Primary School	31-Mar-26
131	Sakhile Secondary School	Ehlanzeni	RFP372/2022	Demolition of pit toilets. Refurbishment of waterborne toilets. Rehabilitate existing borehole. Construct a new water storage tank.	31-Mar-26
132	Sakhisizwe Primary School	Gert Sibande	DPWRT/ SAN/220/20/MP	Demolition of existing dilapidated pit latrines. Construction of 19 new waterborne toilets, Refurbishment of existing septic tank,2x drinking fountains and soak ways, fence around tanks and water reticulation from the storage tanks	31-Mar-26
133	Sanqotho Primary School	Gert Sibande	IDTMPU-CON-WP1.2/B	Maintenance of 8 classrooms and admin block	31-Mar-26
134	Sedibeng Primary school	Bohlabela	IDT MPUN04-MDOE-CIVSTRU-1A	Maintenance of facilities	31-Mar-26
135	Sekhukhusa Secondary School	Bohlabela	IDT-MPUN04-MDOE-CIV&STRU-1B	Renovation of 16 classrooms, kitchen, Admin block, kitchen and sports field	31-Mar-26
136	Shanke	Bohlabela	PWRT/2573/24/MP	Demolition of existing structures, refurbishment of existing 6 classrooms, 30 enviroloo toilets, construction of 28 new classrooms, admin block, computer centre, MST laboratories (Maths, Science, and Technology) library, kitchen, school hall, guardhouse, fence, electricity, car park, ramps and rails and 3 sports grounds.	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
137	Shongwe Boarding School	Ehlanzeni	PWRT/ MAIN/159/24/MP	Refurbishment of male and female hostel, kitchen and hall, administration block, 18 classrooms, 24 toilets, math and Unisa classroom, 2 laboratories, library and computer centre.	31-Mar-26
138	Sibhulo Secondary School	Ehlanzeni	RFP372/2022	Renovation of storm damaged classrooms	31-Mar-26
139	Sibongangwane Primary School	Gert Sibande	DPWRT/ MAIN/081/24/MP	Repairs to storm damaged library and staffroom	31-Mar-26
140	Sicelosetfu Secondary School	Ehlanzeni	RFP372/2022	5 Classrooms repairs leaking roof, replace damaged roof trusses, replace damaged ceiling, soil poisoning, painting of interior walls, door frames and burglars glazing.	31-Mar-26
141	Sidloko Primary School	Ehlanzeni	RPF 187-2024	Installation of borehole	31-Mar-26
142	Sifunindlela Primary School	Ehlanzeni	RFP372/2022	Major renovation to the classrooms, administration block and treatment of termites	31-Mar-26
143	Silulu Secondary School	Ehlanzeni	DPWRT/013/22/MP	Construction of 28 classrooms, administration block, computer centre, science laboratory, library, hall, kitchen, 22 enviroloo toilets, guard house, fence, water, electricity, ramps and rails, car park, and 03 sports fields	31-Mar-26
144	Siphendulwe Primary School	Nkangala	RFP186/2024	Renovation and refurbishment to 24 classrooms and admin block	31-Mar-26
145	Siphumule Primary School	Nkangala	IDT-MPUN04-CON-8	Renovate two grade R classrooms, Admin block, 11 classrooms, four enviro loo blocks	31-Mar-26
146	Siyabuswa Primary School	Nkangala	PWRT/ MAIN/045/21/MP	Refurbishment and renovations.	31-Mar-26
147	Siyathokoza Secondary School	Nkangala	PWRT/ MAIN/027/24/MP	Renovation of 16 classrooms, school hall, laboratory and administration block	31-Mar-26
148	Siyathuthuka Primary School	Gert Sibande	GS-044009	Sewer line connection, electrical connection, plumbing works	31-Mar-26
149	Sizenzele Primary school	Gert Sibande	PWRT/ MAIN/166/24/MP	Repairs of 4 classroom block and 1x4 toilet sits ablutions damaged by the storm.	31-Mar-26
150	Sizofunda Primary School	Nkangala	RFP186/2024	Renovation and refurbishment to 7 classrooms	31-Mar-26
151	Slindokuhle Special school	Ehlanzeni	IDT-MPUN04-4.3	Renovations to 2x4 classrooms block and existing 1x male enviroloo block	31-Mar-26
152	Steve Tshwete Combined Boarding School	Nkangala	PWRT/ MAIN/146/24/MP	Refurbishment of on-site wastewater treatment plant	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
153	Sukumani Primary School	Nkangala	DPWRT/ SAN/228/20/MP	Rehabilitation and repairs to the existing palisade fencing, Sewer reticulation, 18 x classrooms, admin and 48 x ablutions	31-Mar-26
154	Thabachweu Boarding School	Bohlabela	PWRT/ MAIN/040/24/MP	Maintenance of Onsite Wastewater Treatment Plants and Filtration System	31-Mar-26
155	Thambokhulu Primary School	Ehlanzeni	RPF 187-2024	Demolition of 17 pit toilets	31-Mar-26
156	Thandulwazi Primary School	Ehlanzeni	RFP372/2022	Storm Damage- Repairs/Renovations to admin block and 3 classroom blocks	31-Mar-26
157	Tholukwazi Primary School	Gert Sibande	DPWRT/031/22/MP	Demolition of unsafe structures, and construction of 1 administration block,2x classrooms and 3x grade R centres	31-Mar-26
158	Thubelihle Primary School	Gert Sibande	DPWRT/035/22/MP	Renovation of existing 2 x 8 Waterborne toilets, Renovation of existing 5 x 7 Waterborne toilets.	31-Mar-26
159	Thushanang Primary School	Nkangala	IDT-MPUN04-CON-8	Renovate 3x male and female ablution blocks and 3x classrooms	31-Mar-26
160	Tidimalo Primary School	Nkangala	DPWRT/023/19/MP	Provision of perimeter fence, guardhouse and construction of 11 toilets and associated infrastructure	31-Mar-26
161	Tonga View Primary School	Ehlanzeni	DPWRT/ SAN/141/20/MP	Demolition of 5 pit toilets, construction of 5 Enviro-loo toilets, refurbishment of 24 waterborne toilets, 3 water drinking fountains, fencing around water tanks, allow for plumbing for water reticulations and drainage and three number steel tank stands	31-Mar-26
162	Tsembaletfu Primary School	Ehlanzeni	DPWRT/ SAN/016/22/MP	Construction of a guard house and provision of security/perimeter fencing.	31-Mar-26
163	Tsiki Naledi Secondary School	Nkangala	PWRT/ MAIN/157/24/MP	Comprehensive maintenance of administration block, 4x classrooms, hall, kitchen, 2 grade R, 4 classrooms (1 grade RR &3 grade R), library, bookstore, computer, 6 classrooms, science laboratory and 1 storeroom, grade r toilets, boys' toilets, girls' toilets and storeroom	31-Mar-26
164	Umpopoli Primary School	Ehlanzeni	RFP372/2022	Major renovation to the classrooms, administration block and treatment of termites	31-Mar-26
165	Vaal Rivier Special School	Gert Sibande	DPWRT/209/19/MP	Demolishing of 9 Asbestos classrooms, Construction of 4 new Classrooms & construction of 6 Workshops. Alteration of 1x Domitory,1x Admin, 1x Hall.	31-Mar-26
166	Violet Jiyane Junior Secondary school	Gert Sibande	IDT-MPUN04-MDOE-CON-7A.2	Repairs to toilet roof covering, ceilings, electrical works piping windowpanes and treat for termites.	31-Mar-26

No	Project Name	District	Project Number	Scope of Work	
167	Vumazonke Primary School	Nkangala	IDT-MPUN04-CON-8	Demolish pit latrine, renovate one classroom, walkway ceiling, staff ablutions, male & female ablutions and the paraplegic toilet	31-Mar-26
168	Vutselani Primary School	Ehlanzeni	RFP372/2022	Renovation of 8 classrooms	31-Mar-26
169	Warburton Combined School	Gert Sibande	DPWRT/194/19/MP	Demolition of 28 pit toilets, Renovations to 8 toilets, Construction of 26 waterborne toilets, 8 urinals,18 basin, 2 disabled toilets, equipping of the new borehole including water storage	31-Mar-26
170	Weeber Primary School	Gert Sibande	DPWRT/ SAN/210/20/MP	Maintenance of classrooms	31-Mar-26
171	Wisani Primary school	Bohlabela	DPWRT/ SAN/004/24/MP	Demolishing of existing pit toilets, construction of 25 Enviroloo toilets with 08 urinals, and handwash basins, French drain, water reticulation and drinking fountains	31-Mar-26
172	Zamokuhle Primary School	Ehlanzeni	RPF 187-2024	Repairs and Renovations to 16 classrooms	31-Mar-26

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

The department is dedicated to addressing the needs and priorities established during the planning process, working diligently to align infrastructure provision with the Norms and Standards. However, we face challenges due to demands from various stakeholders and issues raised across different platforms, including community protests and commitments made by the department prior to the release of the Norms and Standards in 2013. More efforts are required in educating the communities in terms of what norms and standards dictate in terms of provision of school facilities.

According to the Norms and Standards, primary schools with fewer than 135 students and secondary schools with fewer than 200 students are required to undergo closure. In this context, the Department's Rationalization and Re-alignment Committee is currently assessing the feasibility of closing 97 schools. This rationalization and re-alignment initiative seeks to reduce the number of schools identified for closure in accordance with established standards.

Moreover, the re-alignment process offers the potential to increase enrolment at certain schools, which may mitigate the necessity of shutting down all identified institutions. To date, 26 schools have been earmarked for re-alignment through the addition of grades, facilitating the eventual reallocation of students. Notably, there are currently schools with up to four grade levels—including Grade R to 4, Grade 4 to 7, Grade 7 to 9, and Grade 10 to 12—that boast enrolments exceeding 400 students. In summary, the Department has not initiated any closures or downgrades of educational facilities.

- Progress made on the maintenance of infrastructure

The Department managed to implement and completed 148 maintenance related projects and 48 storm damaged projects during the year under review. This totals to 196 disaster and maintenance related projects completed for this financial year under review.

This resulted in the reduction of the maintenance backlog by 7% which totals the backlog to 80% of total schools from 73% in 2024 of the completed maintenance projects.

A new maintenance plan for 2025/26 was submitted for approval. The Maintenance budget was 60% of the EIG budget allocation as per the EIG Framework requirements

148 maintenance related projects completed:

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
1	Amanzi Primary School	Gert Sibande	GS-046480	2025/01/13	Render maintenance services to 8 classrooms, office, storeroom, kitchen space and drilling of borehole.
2	Bambanani Primary School	Ehlanzeni	RFP372/2022	2024/05/09	Demolition of 5 pit toilets, provision of water (borehole) and repairs of electricity, renovation and refurbishment of 24 classrooms and admin and elevate steel stand with 10 000L JoJo Tank.
3	Bathabile Pre-School	Bohlabela	ECD/801000039/MP	30/03/2025	Mainer maintenance of Bathabile Pre-School
4	Bhekiswako Secondary School	Ehlanzeni	PWRT/MAIN/098/23/MP	2024/06/07	Construction of a guardhouse with refuse area, provision of perimeter fence and maintenance of 22 classrooms.
5	Bohlabela ECDI	Bohlabela	HH-073501	2025/03/31	Minor Maintenance works to Bohlabela District Early childhood development Institute (ECDI) Administration Offices including 11 seats waterborne toilets including 9 basins, e urinals and 7 showers
6	Boikhutso Pre-School	Bohlabela	ECD/8010006902/MP	21/10/2024	Mainer maintenance of Boikhutso Pre-School
7	Bombani Secondary	Bohlabela	DPWRT/SAN/003/23/MP	2024/09/25	Demolition of 08, Refurbishment of 10 enviroloo toilets, construction of 12 enviroloo with 08 urinals, 17 HWB, 02 x 5 000 tanks and stands, 03 drinking fountains, fence, water reticulation, French drain and urinal network
8	Bunny Khosa Secondary	Bohlabela	BR-004033	2025/03/20	Minor Maintenance works to 8 classrooms including termites and Bat control for 26 classrooms, guardhouse, admin block, ablution block and lab
9	Buyani Primary School	Gert Sibande	PWRT/MAIN/166/24/MP	2025/03/06	Repair to storm damaged classroom and ablution blocks

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
10	Buyisonto Primary School	Bohlabela	DPWRT/ SAN/008/23/MP	2024/11/21	Demolition of 16 existing pit toilets and 8 unsafe enviroloo toilets. Refurbishment of 11 waterborne toilets and 5 grade R waterborne toilets. Construction of new 9 enviroloo toilets, 2X steel stands to existing storage tanks, 3X drinking fountains, septic tank and French drain.
11	Charley Mbungele Primary	Bohlabela	DPWRT/ SAN/005/23/MP	2024/09/25	Demolishing of 06 pit, Refurbishment of 08 water toilets, construction of 12 enviroloo toilets with 05 urinal, 02 x 5 000 tanks and stand, palisade fence around the stand, 02 x drinking fountains, water reticulation, French drain and urinal network
12	Chief CJ Nkosi Secondary school	Gert Sibande	DPWRT/065/21/ MP	2024/12/18	Demolition of 12 existing pit toilets, refurbishment of 6x waterborne toilets, construction of 6x enviroloo, honey sucking of the septic tank, provision of 1x 5000L water storage tank,2x elevated steel tank stand including steel palisade fencing around tank stand, provision of drinking fountains and equipping of borehole and reticulation
13	Chweni Primary School	Ehlanzeni	DPWRT/ MAIN/017/23/MP	2024/04/22	Renovation of 18 classrooms, 02 offices, 01 storeroom, 2 waterborne toilets and retaining wall.
14	Daniye	Bohlabela	PWRT/ MAIN/020/24/MP	2025/02/19	Demolition of 02 pit toilets, Refurbishment of 14 waterborne toilets, construction of 6 Enviroloo toilets with 2 urinals and 8 hand basins, 2x 5000L storage tanks to be elevated with 5m high steel tank stand, 2x drinking fountains, water reticulation, French drain and urinal network, provision of fence
15	Digwale Secondary School	Nkangala	PWRT/ MAIN/074/24/MP	2025/03/12	Renovation of administration block, 13 classrooms blocks, library, 13 waterborne toilets, provision of 1 drinking fountain and French drain.
16	Dilayi Primary school	Bohlabela	BR-033604	2025/03/18	Minor works on 10 waterborne toilets, repair waterproofing (roof), and paint work on roof, steel, wood, ceiling and walls. Replace ceiling on 4 classrooms
17	Early Bird Child Day Care	Ehlanzeni	ECD/801000120/ MP	21/10/2024	Mainer maintenance of Early Bird Child Day Care

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
18	Ekhiyeni Primary School	Ehlanzeni	EH-030796	2024/05/09	Maintenance of 8 classrooms
19	Ekhiyeni Primary School	Ehlanzeni	EH-031742	2024/09/12	Repairs to ablution facilities (10 seats,06 basins, and 01 urinal) construction of 1x drinking fountain and 1x French drain, maintenance of existing septic tank, installation of 1x2500 water tank on concrete tank stand
20	Ekuphakameni Combined School	Gert Sibande	GS/DIST/GS	2024/12/09	Renovation of 5x classrooms, HOD office, storage room, construction of 6 x carports bays and rehabilitation of a borehole
21	Eric Nxumalo Secondary school	Bohlabela	BR-033599	2025/03/19	Minor work maintenance. Renovation of 8 classrooms
22	ES Malele Secondary school	Bohlabela	BR-0033602	2025/03/10	Maintenance on 08clssrooms, toilet block, ceiling on the office veranda, Electrical works on 12 classrooms, glazing, Treatment pest and bats, Paint, walls and wood, sealing of roof leakages
23	Etimbondvweni Primary School	Ehlanzeni	EH-030802	2024/04/30	Maintenance of 4 mobile classrooms and 4 mobile classrooms
24	Ezwenilethu Primary School	Nkangala	DPWRT/ SAN/015/23/MP	2024/10/29	Refurbishment of 11 waterborne toilets, provision of 5000l on a steel tank stand, construction of 3 waterborne toilets and drinking fountain
25	Farel Primary school	Bohlabela	BR-031959	2024/04/25	Maintenance of 12 classrooms
26	FH Mkhabela Secondary School	Nkangala	NK-050544	2024/12/10	Maintenance of 24 Classrooms and repairs to electrical works
27	Fundawazi Primary School	Nkangala	PWRT/ SAK-V/007/24/MP	2025/01/13	Refurbishment of existing 8 classrooms and 14 toilets
28	Gavazana Primary School	Bohlabela	BR-031887	2024/05/03	Maintenance of 08 classrooms
29	Gert Sibande District office	Gert Sibande	GS-047050	2025/03/12	Maintenance of 11x external doors at Gert Sibande District
30	Gloryhill Primary School	Bohlabela	IDTMPU-CON-WP3.3B/1DOE	2024/07/12	Renovations and Refurbishment of roofs, ceiling, Doors, Tilling, Paint, Electricity work, Plumbing etc., classroom blocks and Refurbishment of borehole
31	Hendrina Primary School	Nkangala	NK-050793	2024/11/25	Maintenance of 4 Classrooms and waterproofing to 12 classrooms

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
32	Hlonipha Secondary School	Nkangala	PWRT/ MAIN/017/24	2025/03/31	Renovation to existing 16 classrooms, administration block and kitchen
33	Hobo Secondary School	Bohlabela	IDT-MPUN05-CON-1	2024/12/21	Demolition of 04 pit toilets, renovation of 22 waterborne toilets, 2 urinal, 18 hand wash basins.
34	Hokwe Primary school	Bohlabela	PWRT/ MAIN/041/24/MP	2025/02/12	Maintenance of Admin block, 12 classroom, 20 Enviro-loos toilets, Steel palisade, Demolition of pit toilets, Electrical and mechanical work.
35	Homuzeya Primary School (Phase 2)	Bohlabela	PWRT/ MAIN/036/23/MP	2024/07/17	Demolition of 8 pit toilets, Renovations of 8 Enviro loo toilets, construction of 17 New Enviro loo toilets
36	Inkhanyeti Primary School	Ehlanzeni	PWRT/ MAIN/044/24/MP	2025/01/09	Refurbishment of 18 classrooms, administration block and 16 enviro-loo toilets
37	Inyeti Primary School	Gert Sibande	GS-043990	2024/07/18	Repairs and maintenance of a 2x education blocks, each consist of 4x classrooms.
38	James Khosa Secondary school	Bohlabela	DPWRT/ SAN/010/23/MP	2024/12/12	Demolishing of 24 old water borne toilets and 04 pit toilets, construction of new 22 Enviro-loo toilets.
39	Khanyisile Primary School	Ehlanzeni	EH-031743	2024/11/07	Repairs to 3 classrooms (Replace damaged roof covering, trusses, iron monger, ceiling, floor covering, glazing, paintwork, steel palisade fence and concrete works
40	Khetsalwati Secondary School	Ehlanzeni	RFP374/2022	2024/06/04	Renovations to administration block, 28 classrooms and replace damaged fence.
41	Khobongoane Primary School	Nkangala	NK-050790	2024/12/13	Maintenance of 8 classrooms
42	Khutsala Primary School	Gert Sibande	DPWRT/007/22/ MP	24/02/2025	Demolition of 8 existing pit toilet, renovation of 16 waterborne toilets, 4xurinals,2x toilet seats in admin block, construction of 9x enviro-loos, 4x urinals, 5x 5000L steel tank with palisade fencing, septic tank soak-away, 2x drinking fountain and water reticulation and frilling of a new borehole including pressure

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
43	Khuzulwandle Secondary School	Gert Sibande	MDOE/DIST/GS	2024/12/17	Refurbishment of Khuzulwandle sec school, for 16 classrooms, 1x science lab, 1x admin block, and painting of doors and window frames.
44	King Makhosonke II Secondary Scchool	Nkangala	NK-050501	2024/12/17	Minor Maintenance to existing 10 waterborne toilets & 22 Classrooms
45	Kromdraai Primary School	Nkangala	DPWRT/ SAN/231/20/MP	2025/02/05	Painting of roof in 21 classrooms and four attached offices, renovation of existing 30 toilets, 8 urinals 24 wash hand basins, electrical works and water tanks elevated stands
46	Kwamhlanga FET Office	Nkangala	NK-050791	2024/11/19	Maintenance of FET offices
47	KwaMhlanga Secondary School	Nkangala	PWRT/ MAIN/025/24/MP	2025/03/31	Renovation to existing 16 classrooms, administration block, 16 waterborne toilets with 8 wash hand basins and 4 urinals
48	Laerskool Krielpark	Nkangala	PWRT/ MAIN/006/24/MP	2024/11/21	Renovation of 3 storey 1x 14 classrooms
49	Laerskool Sabie	Bohlabela	DPWRT/ SAN/001/23/MP	2024/09/27	Refurbishment of 24 waterborne toilets, 2X5000L Storage tank to be elevated with 5m high steel tank stands, 2X Drinking fountains, fencing around the new storage facilities, water and sewer reticulation.
50	Lehlasedi Secondary School	Bohlabela	IDTMPU-CON-WP3.3B/1DOE	2024/09/19	Renovation & refurbishment of roofs, ceiling, doors, tilling, paint, electrical work, plumbing etc., to classrooms & classrooms and ablution
51	Lekazi Primary School	Ehlanzeni	DPWRT/053/21/ MP	2025/03/24	Construction of 28 waterborne toilets and refurbishment of 26 existing waterborne toilets
52	Lelengaye Primary School	Nkangala	NK-050500	2024/11/26	Maintenance of 12 classrooms and repairs to electric works.
53	Loding Pre-School	Nkangala	ECD/801000461/ MP	17/10/2024	Mainer maintenance of Loding Pre-School
54	Lomatidraai	Ehlanzeni	DPWRT/076/22/ MP	23-Jan-25	Renovations of 15 classrooms. (Block A: four classrooms: Block B: six classrooms, and Block D: five classrooms)
55	Louieville Combined School	Ehlanzeni	DPWRT/ MAIN/003/24/MP	2025/02/21	Renovation of 19 classrooms and administration block and 8 toilets
56	Lusushwana Secondary School	Gert Sibande	IDTMPU-CON-WP3.1b/1	2024/07/11	Renovations of existing 4xblocks of classrooms and 1x admin block

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
57	Mabande Secondary School	Nkangala	DPWRT/046/22/MP	2025/03/31	Minor refurbishment to admin block, library, technical centres, 32 classrooms and 54 waterborne toilet seats, 4 urinals and 28 wash hand basins
58	Madlayedwa Senior Secondary School	Nkangala	PWRT/MAIN/029/24/MP	2025/03/12	Renovation of 16 classrooms, library and laboratory
59	Mafu Secondary School	Nkangala	NK-050504	2024/12/12	Maintenance of 8 Classrooms
60	Magodongo Primary School	Nkangala	NK-050866	2024/11/26	Maintenance of SGB Built administration block including electrical works
61	Mahubahuba Primary	Bohlabela	DPWRT/MAIN/004/24/MP	2025/02/03	Renovation of 11 classrooms and 12 waterborne toilets
62	Malatse Secondary School	Nkangala	NK-050502	2024/12/17	Minor Maintenance to existing 5 classrooms and admin block
63	Maloka Primary School	Nkangala	NK-050931	2024/12/23	Maintenance of 4 Classrooms
64	Manukuse Secondary School	Bohlabela	DPWRT/064/22/MP	2024/04/08	Demolishing of 11 classrooms and Dilapidated structure (kitchen), Construction of 11 new classrooms, refurbishment of 03 classes, refurbish borehole, new fence and guard house
65	Manyangana Secondary	Bohlabela	DPWRT/SAN/014/23/MP	2024/10/12	Demolishing of 10 pit toilets and construction of 06 enviro-loo toilets, renovation of existing 12 enviro-loo toilets and refurbishment of existing borehole, water reticulation system fence tank
66	Mapaleni Primary School	Bohlabela	PWRT/2485/21/MP	2024/12/11	Renovation of 12 existing classrooms, demolition of kitchen and 7 classrooms and construction of 8 classrooms, admin Block, 2 X Grade R facility, guardhouse with refuse area, kitchen and library.
67	Mapateletse Primary school	Bohlabela	BR-033592	2025/03/19	Minor maintenance on 12 classrooms, tiling, roof paint, wall and steel work
68	Maphutha Ditshaba Secondary School	Bohlabela	BR-031922	2024/04/14	Maintenance of 12 classrooms
69	Maqopane Pre-School	Bohlabela	ECD/801000695/MP	27/11/2024	Mainer maintenance of Maqopane Pre-School
70	Marapyane Circuit Office	Nkangala	NK-050794	2024/11/26	Minor maintenance at marapyane circuit office

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
71	Mareleng Primary School	Nkangala	DPWRT/ SAN/001/24/MP	2025/02/03	Renovation of 12 waterborne toilets in grade1 -7 and staff. Renovations of 12 waterborne toilets in 3x grade r centres. Construction of 13 waterborne toilets. Upgrading of water supply and sewer reticulation. 3 drinking fountains
72	Maridili Primary School	Nkangala	PWRT/ MAIN/021/24	2025/01/16	Refurbishment of 12 classrooms and 9 enviro-loo toilets
73	Masakhane Primary School	Gert Sibande	MDOE/DIST/ GS/019/24	2025/02/18	Borehole reticulation
74	Masekobe Primary school	Bohlabela	BR-033593	2025/03/18	Minor maintenance works to 01x classroom and installation of fans in 8 classrooms
75	Mashishila circuit office	Gert Sibande	GS/MDOE/GS	2024/11/23	Renovations of Admin block at Mashishila circuit
76	Masinakane Special School	Nkangala	NK-051105	2025/02/24	Construction of septic tank, minor maintenance to existing 15 mobile toilets, 5 wash hand basins and 3 urinals
77	Mathambo Primary school	Bohlabela	BR-033603	2025/03/20	Minor work maintenance. Renovation of12 classrooms
78	Matsulu Primary School	Ehlanzeni	PWRT/ MAIN/016/24/MP	2024/11/18	Renovation of 6 classrooms and administration block
79	Mayisha Secondary School	Nkangala	DPWRT/ SAN/009/23	2024/12/17	Construction of 12 enviro loo and 2 disabled, 4 urinals, 2 wash hand basins for disabled and 4 double wash troughs. Provide 4 x 5000l JoJo tanks with tank stands, provision of 3 drinking fountains. Refurbishment of 4 x waterborne toilets with 4 wash hand basins. Demolition of 10 pits toilets.
80	Mbazima Primary School	Ehlanzeni	PWRT/ MAIN/045/24/MP	2025/02/10	Renovation of 20 classrooms and administration block
81	Mdzili Primary School	Ehlanzeni	PWRT/ MAIN/009/24/MP	2025/01/14	Major renovation of 16 classrooms and administration block to include replacement of entire roof structure.
82	Memezile Secondary School	Bohlabela	DPWRT/069/22/ MP	2024/04/12	Renovation of 28x classrooms, Renovation of 17x waterborne toilets, 2x drinking fountains, installation of water tanks and refurbishment of electricity

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
83	Mgobodzi Primary school	Ehlanzeni	PWRT/2483/21/ MP	2024/11/27	Construction of 19 classrooms, administration block, science laboratory, library, kitchen, 2x Grade R, renovation of 4 classrooms, guardhouse/refuse area and clear-vu fence
84	Mhlathi Primary School	Ehlanzeni	EH-030798	2024/04/30	Maintenance of 2 classrooms
85	Mhlutshwa Primary School	Nkangala	PWRT/ MAIN/010/24/MP	2024/11/29	Renovation and refurbishment of 12 classrooms
86	Mhola Primary School	Ehlanzeni	EH-031744	2024/10/08	Repairs to 6 classrooms and 1 Kitchen (Replace damaged roof covering, ceiling, ironmongery, floor covering, glazing, and paintwork)
87	Mkhutshwa Secondary School	Nkangala	PWRT/ MAIN/028/22/MP	2025/01/30	Drilling and equipping of new borehole. Supply and installation of 2x 5000L water storage tanks elevated on a steel stand and installation of water purification system.
88	Mkhweyantaba Secondary school	Bohlabela	BR-033600	2025/03/24	Minor maintenance on 3 blocks of classrooms, roof repair, windows, new doors
89	Mmagobane Primary School	Nkangala	NK-050795	2025/02/11	Maintenance of Administration Block, 4 Classrooms and repairs to electrical works
90	Moduping Combined school	Bohlabela	BR-033597	2025/03/11	Minor maintenance: Electrical work at 8 classes and admin block, roof paint on classes and fumigating. Replace ceiling 8 classes paint of burglar's new windows and walls
91	Moekwe Primary School	Nkangala	PWRT/ MAIN/008/24/MP	2025/03/19	Renovation of 10 Classrooms and Administration Block
92	Mogoroshi Secondary School	Bohlabela	IDTMPU-CON-WP3.4B/1DOE	2024/09/13	Renovations of 16x classrooms
93	Moloto Combined School	Nkangala	NK-050933	2024/12/12	Minor maintenance to existing 8 VIP200 toilets and 9 waterborne toilets
94	Moratiseng Primary School	Bohlabela	BR-0319957	2024/04/24	Maintenance of 16 classrooms
95	Mtimandze Secondary School	Ehlanzeni	EH-030800	2024/04/09	Maintenance of 8 classrooms and 7 mobile classrooms
96	Musa Secondary School	Nkangala	NK-050929	2024/12/23	Maintenance of 16 classrooms and administration roof

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
97	Musi Primary School	Nkangala	PWRT/ MAIN/012/24/MP	2025/03/31	Renovation of 18 classrooms, 16 toilet seats and administration block. Installation of 2 new zinc type urinals and 9 wash hand basins.
98	Mvuzo Primary School	Nkangala	DPWRT/058/22/ MP	2024/06/07	Demolition of existing administration block and Construction of new administration block. Renovation to existing 24 classrooms, 12 waterborne toilets with 7 basins and 6 urinals. Provision of perimeter fence
99	Ncakini Secondary School	Ehlanzeni	PWRT/ MAIN/018/24/MP	2025/03/17	Renovation of 2X6 classrooms and Administration Block
100	Ndabeni Primary School	Bohlabela	IDTMPU-CON-WP1.2-A	2024/06/03	Renovation of 16x classrooms, Admin block, 22x Waterborne toilets.
101	Nelsville Combined School	Ehlanzeni	EH-030791	2024/04/22	Maintenance of 8 classrooms and electrical connection to 15 mobile classrooms
102	Njanji Primary	Bohlabela	PWRT/ SAK-V/003/24/MP	2025/03/14	Construction of 5 Waterborne toilets, renovation of 26 waterborne toilets, installation of 3x5000L water tank with palisade fence around and 2 drinking fountains
103	NP Mathabela secondary school	Bohlabela	BR-033604	2025/03/20	Tiling works on 12 classroom and mechanical Electrical works 12, painting on steel and wood, partitioning in Admin class
104	Nyamande Secondary School	Bohlabela	IDTMPU-CON-WP3.3A-2	2024/09/13	Replace broken windows and doors. Remove and replace floor screed. Remove and replace roof trusses and sheeting's in one block of 05 classes, replace ceiling, steel lockers, pinning boards, and ironmongery. Painting of ceiling, doors, security gate, windows and balustrades. Allow for electrical installation and window furniture
105	Othandweni Primary School	Nkangala	NK-050731	2024/12/12	Maintenance of 3x classrooms, 40x toilet seats and administration block
106	Phakamani Primary School	Ehlanzeni	PWRT/ MAIN/013/24/MP	2025/01/22	Renovation of 20 classrooms
107	Phambanisa Primary School	Ehlanzeni	DPWRT/ SAN/133/20/MP	2025/02/25	Construction of 25 enviro-loo toilets, 2 drinking fountain, steel palisade around water storage tank, refurbishment of existing septic tank and French drain, 8 waterborne toilets,

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
108	Phambili Secondary School	Gert Sibande	DPWRT/ SAN/012/23/MP	2025/01/16	Demolition of 16x learner pit latrines. Refurbishment to existing waterborne toilets to alleviate leaking water pressure. Construction of additional 9x enviro-loo toilets,4x urinals,3x double concrete wash trough, provision of 2x 5000L elevated tank and palisade fencing around tanks. Provision for drinking fountains.
109	Piet Retief Combined	Gert Sibande	DPWRT/ SAN/002/23/MP	2025/01/21	Refurbishment to existing waterborne toilets to alleviate leakages water pressure. Construction of additional 7x waterborne toilets,12x urinals,3x double concrete wash trough, provision of 7x 5000L elevated tank and palisade fencing around tanks. Provision of 6x drinking fountains.
110	Progress Day Care	Gert Sibande	ECD/801000695/ MP	11/03/2025	Mainer maintenance of Progress Day Care
111	Pugishe Primary school	Bohlabela	BR-033601	2025/03/13	Minor maintenance to 14 classrooms
112	Qcetshwayo Primary School	Bohlabela	BR-031888	2024/04/19	Maintenance of 07 classrooms
113	Qedusizi Day-Care	Gert Sibande	ECD/801000698/ MP	11/03/2025	Mainer maintenance of Qedusizi Day-Care
114	Ramabale Primary School	Nkangala	NK-050932	2024/12/17	Maintenance of 5 classrooms
115	Reatlegile Primary School	Nkangala	NK-050792	2024/11/25	Maintenance of 27 waterborne toilets
116	Sabane Secondary School	Ehlanzeni	PWRT/ MAIN/043/24/MP	2025/01/09	Refurbishment of 20 classrooms, administration block, 16 enviro-loo toilets, computer centre and guardhouse
117	Salani Primary	Bohlabela	DPWRT/ SAN/007/23/MP	2024/09/18	Refurbishment of 15 Enviro-loo toilets, construction of 05 enviro-loo toilets with 02 urinals and 09 hand wash basin, 1x 5 000l tank and stand, fence around, water reticulations, 02 drinking fountains and French drain
118	Sambo Primary School	Ehlanzeni	IDTMPU-CON-WP1.3	2024/04/05	Renovations to 12 classrooms, administration block, home economics centre, computer centre and kitchen.
119	Samora Machel Secondary School	Ehlanzeni	PWRT/ MAIN/033/23/MP	2024/05/03	Renovations and repairs to administration block, 4x3 classroom block, 2x classrooms, storm water drainage, general site works and paving to flooded spaces between the classrooms.

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
120	Samson Sibuyi Primary	Bohlabela	DPWRT/ SAN/006/23/MP	2024/08/20	Renovation of existing 22 enviro-loo toilets, 1x 5000L tank and stand, water reticulation, 01 drinking fountain, French drain and urinal network and water purification plant
121	Sanqotho Primary School	Gert Sibande	IDTMPU-CON-WP1.2/B	2024/04/10	Maintenance of 8 classrooms and admin block
123	Sele Primary School	Bohlabela	IDTMPU-CON-WP3.3B/1DOE	2024/07/12	Renovation and refurbish to classroom blocks and admin blocks, installation of perimeter fence
124	Sibambayana primary school	Bohlabela	IDT-MPUN05-CON-1	2025/03/20	Demolition of 8 pit toilets, renovation of 12 waterborne toilets, 2 urinals and 10 hand wash basins, provision of 2x2500l JoJo tanks and 2x drinking fountains and drilling a borehole.
125	Siboyiye Secondary School	Bohlabela	IDT MPUN04-MDOE-CON-2B	2025/03/25	Maintenance of 08 classrooms
126	Sicelalwati Combined School	Ehlanzeni	PWRT/ MAIN/005/24/MP	2024/12/11	Renovation of 24 classrooms, laboratory and 24 waterborne toilets
127	Siphumelele Hall DTDC	Gert Sibande	GS-040315	2024/12/02	Phase 2 Fence and renovations of guard house
128	Sitintile Secondary School	Ehlanzeni	DPWRT/180/22/ MP	2024/05/10	Refurbishment of existing 23 classrooms and 22 waterborne toilets
129	Siyancoba Primary School	Ehlanzeni	DPWRT/ SAN/165/20/MP	2024/11/08	Construction of 3 enviro-loo toilets with 2 wash hand basin 2x urinals, 2 drinking fountains, renovations to 17 enviro-loo toilets, with 3 wash hand basin, 2x urinals and drilling and equipping of a borehole, provision of 2x5000L water tanks with 2x steel tank stands.
130	Siyathuthuka Edu-Care	Nkangala	ECD/801000868/ MP	17/10/2024	Mainer maintenance of Siyathuthuka Edu-Care
131	Siyeta Primary School	Gert Sibande	DPWRT/040/22/ MP	2024/09/30	Renovation of the 16 x Classrooms, 1xAdministration block including septic tank, Provision of security/ perimeter fencing around the school including a guard house and refuse area.
132	Sizamakwethu Combined School	Nkangala	PWRT/ MAIN/050/24/MP	2025/02/04	Renovation of 18 classrooms and administration block
133	Slindzile Primaty School	Gert Sibande	MDOE/DIST/ GS/015/24	2025/01/27	Renovation of four (4) classrooms
134	Sokisi Secondary school	Bohlabela	IDTMPU-CON-WP1.2.1B	2024/05/15	Renovation of 12 classrooms, Admin block, guardhouse, 1x10000 water tank and 18 Enviro-loo toilets

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
135	Soniye Primary school	Bohlabela	BR-033623	2025/03/19	Minor work maintenance. Renovation of 12 classrooms
136	Springvalley Primary School	Nkangala	NK-050968	2024/12/12	Maintenance of 7 classrooms and dislodging of septic tank
137	Timbavati Primary school	Bohlabela	BR-033598	2025/03/17	Minor works maintenance. Renovation of 12 classrooms
138	Timeleni Pre-School	Ehlanzeni	ECD/801000986/MP	21/10/2024	Mainer maintenance of Timeleni Pre-School
139	Tisiteni Combined school	Gert Sibande	DPWRT/MAIN/027/23/MP	2024/04/03	Renovations to 17 existing classrooms including makeshift administration and principal office, treatment of termites around classroom blocks resuscitation of existing borehole
140	Tsakane Special School	Bohlabela	DPWRT/SAN/017/23/MP	2024/10/31	Refurbishment of existing 5 waterborne toilets and construction of new 5 enviro-loo toilets
141	UBuhlebolwazi Secondary School	Gert Sibande	DPWRT/171/22/MP	2024/04/02	Renovation of admin block, 20 classrooms. Demolition of 4 classrooms. Construction of 8 classrooms. Renovation of 30 waterborne toilets
142	Umsebe Primary School	Gert Sibande	PWRT/MAIN/011/23/MP	2024/05/02	Renovate 22 classrooms library and admin block
143	Uthaka Secondary School	Gert Sibande	IDTMPU-CON-WP3,4B/1DOE	2024/04/10	Minor maintenance works to 7 block classrooms 1x library and 1x laboratory
144	Vaalrivier Special School	Gert Sibande	DPWRT/209/19/MP	07/02/2025	Demolishing of 9 Asbestos classrooms, Construction of 4 Standard Classrooms & Workshops. Renovation of existing Dormitories, Admin Building, School Hall. Electrical & Mechanical Works, Fire Compliance & external works
144	Volkrust Primary school	Gert Sibande	DPWRT/024/19/MP	2024/10/22	Construction of 15 waterborne toilets,5 urinals and 11 wash hand basins, refurbishment of 20 waterborne seats,5 urinals and 1 wash hand basin, 7, installation of 1x5000L water tank and stand.
145	Vukanini Primary School	Gert Sibande	MDOE/DIST/GS/018/24	2025/01/17	Maintenance of ablutions, ramps and rails
146	Vukasambe Primary School	Ehlanzeni	PWRT/SAK-V/013/24/MP	2025/02/26	Renovations of 18 classrooms

No	Project Name	District	Project Number	Practical Completion Date	Scope Of Works
147	Wakkerstroom Circuit Office	Gert Sibande	MDOE/DIST/GS/	2024/11/18	Renovations of circuit administration block
148	Wolvenkop Special School	Nkangala	NK-050545	2025/01/17	Minor maintenance to existing admin block, 8 waterborne toilets,2 urinals ,8WHB & 6 hostels

48 Storm Damaged Schools Maintained:

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	PRACTICAL COMPLETION DATE	SCOPE OF WORKS
1	Mhlosheni Primary School	Ehlanzeni	IDTMPU-CON-WP1.3	4/5/24	Repairs to 12 storm damaged classrooms
2	Lubombo Circuit Office	Ehlanzeni	PWRT/ MAIN/001/24/MP	7/10/24	Repairs to storm damages
3	Sikhulile Circuit	Ehlanzeni	EH-031741	9/25/24	Repairs to storm damaged carport, circuit roof coverings, circuit office electrical works maintenance, deep cleaning and site clearance
4	Acorn Oaks Secondary school	Bohlabela	PWRT/ MAIN/148/24/MP	1/31/25	Storm damage repairs to Library and damaged facia boards on Admin, Hall and Classrooms
5	Andover Primary school	Bohlabela	PWRT/ MAIN/118/24/MP	3/31/25	Repairs to 2 x 4 classrooms
6	Bankfontein Combined School	Nkangala	PWRT/ MAIN/066/24/MP	2/18/25	Repairs to 4 classrooms, 4 toilets and demolition of unsafe structures
7	Bushbuckridge Secondary school	Bohlabela	IDT-MPU-CON-C3/ MDOE-CE	1/14/25	Repair roof trusses and sheeting's for 2 classrooms, repair roof for the rest of blocks to check and fix the roof sheets, the rest of the other 4 blocks, facia boards on 3 other classrooms block to be fixed. Loosened masts for enviroloo toilets to be fixed, glazing to be fixed and putt to be put on other windows
8	Daggakraal Primary School	Gert Sibande	PWRT/ MAIN/071/24/MP	2/21/25	Storm damage repairs to 1x5 classroom block A, 1x4 classroom B, with storeroom and office, 1x3 classroom block C, with storeroom, electrical installation and installation of new ceiling.

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	PRACTICAL COMPLETION DATE	SCOPE OF WORKS
9	Eckson Masotja Primary school	Bohlabela	IDT-MPUN07-MDOE-2	1/10/25	Replacing storm damage roof covering, facia and barge boards, ceilings, and cracked broken glazing in 4 classroom blocks, of 3 classroom, Admin block, replacing damage electrical wiring and fittings.
10	Embonisweni Primary School	Ehlanzeni	PWRT/ MAIN/068/24/MP	1/17/25	Storm damage repairs to 15 classrooms, kitchen, and food storage and spectators covered sitting area.
11	Gebhundlovu Primary School	Ehlanzeni	IDT-MPU-CON-C4/ MDOE-C4	1/16/25	Storm damage repairs to 4 classrooms
12	German Chiloane secondary school	Bohlabela	DPWRT/ SAK-V/016/24/MP	1/22/25	Storm damage repairs to Consumer centre room, 1 x 9 enviroloo toilets block and combi court
13	Ikageleng Primary School	Nkangala	IDT-MPUN07-MDOE-CON-6	1/14/25	Repairs to 4 classrooms
14	Kennen Primary school	Bohlabela	PWRT/ MAIN/056/24/MP	2/20/25	Repair to storm damage facilities to 3 x 4 classroom block and assembly area (roof trusses damaged by termites, water stains on ceiling)
15	Kgwaditiba Primary school	Bohlabela	IDT-MPUN07-MDOE-1	1/14/25	Replacing storm damage roof covering, facia and barge boards, ceiling & cracked or broken glazing in 2x3 classroom block. Repairing, Repairing damage electrical wiring and fittings.
16	Kwamanala Secondary School	Nkangala	IDT-MPUN07-MDOE-CON-6	1/14/25	Repairs to 4 classrooms.
17	Makata Secondary school	Bohlabela	PWRT/ MAIN/057/24/MP	2/5/25	Repairs to storm damage facilities to: 2x 4 classroom block and 2x3 classroom block (roof is rusted leaking and trusses old and damaged
18	Maloka Primary School	Nkangala	PWRT/ MAIN/141/24/MP	1/31/25	Repairs to the assembly structure
19	Mamosebo primary school	Bohlabela	PWRT/ MAIN/055/24/MP	1/13/25	Repair of storm damage facilities to: 2x4 classroom block (The roof that was blown away damaged roof coverings on the other block, ceiling is also damaged

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	PRACTICAL COMPLETION DATE	SCOPE OF WORKS
20	Mapalane Primary school	Bohlabela	DPWRT/ SAK-V/014/24/MP	1/16/25	Storm damage repairs to 12 covered parking and 1 x 5 waterborne toilet block
21	Masweng Primary	Bohlabela	PWRT/ MAIN/061/24/MP	1/14/25	Repairs of roof of 2 blocks of classrooms blown off, including trusses for one block, repair of 2 enviro-loo block of toilets including fixing of enviro-loo mast, kitchen roof, glazing to be fixed and putt to be put on other windows.
22	Mawuvana Primary school	Bohlabela	IDT-MPU-CON-C3/ MDOE-CE	1/14/25	Repair of roof of new block of boy's toilets, Glazing repairs, Gr. R fence to be repaired, one block of classrooms roof to be fixed and whole school glazing to be repaired.
23	Mayisha Secondary School	Nkangala	IDT-MPUN07-MDOE-CON-6	2/19/25	Minor repairs to 09 mobile toilets seats, 03 hand wash basins
24	Mlamlankunzi Primary School	Gert Sibande	PWRT/ MAIN/070/2419/MP	1/22/25	Storm damage repairs to 3 classroom block A, with 2 offices and storeroom, 4 classroom block B, electrical installation and installation of new ceiling fans.
25	Mohololoholo Secondary school	Bohlabela	IDT-MPUN07-MDOE-1	1/10/25	Replacing storm damage roof covering, facia & barge boards, ceiling, cracked or broken glazing in 8 classrooms, replacing cracked or broken in 3 mobile classrooms, replace collapsed section of fence and damage carports, replacing damaged electric wires and fittings.
26	Motlamogatsane Primary School	Bohlabela	IDT-MPUN07-MDOE-1	1/10/25	Replacing storm damage roof covering, facia and barge boards, ceiling & cracked or broken glazing in 5 classroom blocks. Repairing enviro-loo toilet, repairing roof covering in car port Repairing damage electrical wiring and fittings.
27	Motoaneng Primary School	Nkangala	PWRT/ MAIN/067/24/MP	3/31/25	Renovation of 6 classrooms, hall gym and 2 x grade R classrooms

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	PRACTICAL COMPLETION DATE	SCOPE OF WORKS
28	Mthombeni Primary School	Nkangala	PWRT/ MAIN/144/24/MP	2/23/25	Refurbishment of storm damages to existing Administration block
29	Mugidi Primary school	Bohlabela	DPWRT/ SAK-V/015/24/MP	1/16/25	Storm damage repairs of facia boards and ceiling to 2 x 4 classroom block and 1 x toilet block
30	Nhanyane Secondary School	Ehlanzeni	PWRT/ MAIN/065/24/MP	1/20/25	Repairs to 5 classrooms,1st floor passage, toilet block, admin block and hall
31	NP Mathabela secondary school	Bohlabela	IDT-MPUN07-MDOE-1	1/10/25	Replacing storm damage roof covering, facia and barge boards, ceiling & cracked or broken glazing in 2x4 classroom block. Repairing, Repairing damage electrical wiring and fittings.
32	Phendulani Secondary School	Bohlabela	PWRT/ MAIN/060/24/MP	1/10/25	Replacement of damaged roof coverings and suspended ceiling to existing school hall and Replacement of glazing in 08 classrooms
33	Powerline Primary school	Bohlabela	PWRT/ MAIN/059/24/MP	1/10/25	Replacement of damaged Roof coverings, Roof Trusses, Ceiling, doors, Chalk, pinning boards and glazing of 2x 4 classroom block, Replacement of damaged combi court fence, refurbishment of combi court surface, and replacing of diamond mesh fence with invisible fence
34	Sabeka Primary school	Bohlabela	PWRT/ MAIN/058/24/MP	1/10/25	Replacement of damaged roof covering, roof trusses, ceiling and Aluminium door at the admin block. And ablution block. Replacement of damaged palisade fence of 110m
35	Samora Machel Secondary School	Ehlanzeni	MPUN07-MDOE-CON-5	1/17/25	Storm damage repairs to roof coverings on 1 classroom
36	Sediba Sa Thutho Primary school	Bohlabela	IDT-MPU-CON-C3/ MDOE-CE	1/13/25	Repair of principal s office, two classrooms blown off, the rest of the blocks are to be checked and fixed carport roof, teachers and girl's toilet to be fixed

NO	PROJECT NAME	DISTRICT	PROJECT NUMBER	PRACTICAL COMPLETION DATE	SCOPE OF WORKS
37	Sehoko Primary School	Nkangala	PWRT/MAIN/139/24	2/5/25	Damaged roof, ceiling, glazing and electrical work to the admin block. Damaged to the walkway ceiling
38	Sesete Primary School	Bohlabela	PWRT/MAIN/117/24/MP	3/18/25	Repairs to 10 classrooms and demolition of 1 block of 2 classrooms
39	Shabalala Secondary School	Ehlanzeni	MPUN07-MDOE-CON-5	1/15/25	Storm damage repairs to roof coverings on 3 classrooms
40	Sidloko Primary School	Ehlanzeni	MPUN07-MDOE-CON-5	1/17/25	Repairs to 4 storm damaged classrooms
41	Soshangane Secondary School	Ehlanzeni	PWRT/MAIN/064/24/MP	1/10/25	Storm damage repairs to 8 classrooms
42	Sozama Secondary School	Nkangala	PWRT/MAIN/145/24/MP	1/15/25	Storm damage repairs to existing library and car park shelter
43	Thekiso Primary School	Nkangala	PWRT/MAIN/140/24/MP	1/31/25	Repairs to 4 classrooms
44	Tikhuni Secondary School	Ehlanzeni	PWRT/MAIN/062/22/MP	1/15/25	Repairs to administration block and 8 classrooms
45	Zibokwane Primary School	Ehlanzeni	PWRT/MAIN/063/24/MP	1/10/25	Repairs to 4 classrooms, kitchen, and administration block
46	Maripe Secondary School	Bohlabela	PWRT/MAIN/053/24/MP	1/13/25	Replacing storm damaged roof covering, Fascia and barge boards, ceilings and cracked or broken glazing in 07 classrooms, hospitality and science lab block including electrical wiring and fittings.
47	Panyana Primary School	Bohlabela	DPWRT/SAK-V/017/24/MP	2/22/25	Storm damage repairs to 2x4 classrooms block, 2 x 5 enviro-loo block and 2 x 6 enviro-loo toilet block
48	Sethlare Primary School	Bohlabela	PWRT/MAIN/054/24/MP	1/13/25	Replacing storm damaged roof coverings, Fascia and Barge Boards, Ceiling, Electrical wiring and fitting and cracked or broken glazing in 2 classrooms, 1 kitchen and 1 office including 12 carports

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

The storm damage projects were attended to through the maintenance budget which will have an impact on the expenditure.

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

The department has 2775 mobile units, which includes 223 procured in the 2024/2025 financial year. These 2775 mobile units comprise various types, such as classrooms, admin blocks, offices, kitchen, and toilet blocks. The department has identified mobile units for disposal due to the poor condition they are in, as an interim measure these schools has stopped using them and the process to get a contractor to dispose is being undertaken by the department. The total number of mobile units that awaits disposal is 176 amounting R32 152 458.40, and 34 mobile units which require maintenance. It should be noted that the 176 is awaiting the endorsement for approval from the disposal committee.

See the table below for conditions by district:

DISTRICT	GOOD CONDITION	FAIR CONDITION	POOR BUT MANAGEABLE CONDITION	POOR TO BE DISPOSED	UNVERIFIED	TOTAL
BOHLABELA	594	65	56	65	71	851
EHLANZENI	538	128	18	67	37	788
GERT SIBANDE	437	124	5	15	9	590
NKANGALA	355	165	4	29	13	566
TOTALS	**1906**	**482**	**83**	**176**	**130**	**2775**

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

The Department has implemented measures to update the asset register monthly to remain up to date.

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

The scoping and prioritisation of the schools is based on the frameworks provided by GIAMA. The guideline describes the status of the rating in terms of performance, condition and accessibility of the assets.

The physical infrastructure condition is rated C1 to C5, with C1 indicating a poor state that necessitates replacement, and C5 representing new or well-maintained components requiring ongoing maintenance to maximize lifespan. Accessibility ratings range from A1 to A5, with A1 indicating zero support for service delivery objectives and lack of public accessibility, while A5 signifies full accessibility, including for physically challenged individuals, thereby supporting service delivery goals. According to below Table 11, 71% of the 1,634 schools in the province are operational, but 58% operate at a minimal functional state and need maintenance to achieve full functionality. Additionally, 59% of schools do not adequately serve physically challenged individuals, lacking necessary services.

Although 33% are generally accessible, upgrades for ramps, rails, and inclusive toilets are needed. Many of the 140 Full-Service Schools (FSS) lack ramps and rails despite having disabled toilets as part of the sanitation program. Specifically, 74 of the FSS are not fully accessible, highlighting the need for the I-AMP to prioritize ramp and rail provision and enhance sports facility levelling, while toilet access improvements have been made under the sanitation initiative.

Included in the scope of the Department's recent Condition Assessments was the overall rating assessments per school (condition, accessibility and performance) with a view to strengthen this area of the IAMP. The obtained data has been captured in individual school profiles. In our next version, this data shall be included in the asset register with an updated analysis and adjustment of the number of schools.

DISTRICT	NO	PERFORMANCE RATING		CONDITIONAL RATING		ACCESSABILITY RATING	
BOHLABELA		P1	0	C1	12	A1	1
		P2	28	C2	15	A2	21
	374	P3	186	C3	251	A3	131
		P4	162	C4	94	A4	223
		P5	0	C5	4	A5	0
EHLANZENI		P1	3	C1	7	A1	8
		P2	101	C2	23	A2	21
	354	P3	174	C3	267	A3	127
		P4	55	C4	54	A4	192
		P5	22	C5	4	A5	7
GERT SIBANDE		P1	0	C1	7	A1	2
		P2	31	C2	39	A2	30
	417	P3	314	C3	251	A3	134
		P4	89	C4	132	A4	263
		P5	4	C5	9	A5	9
NKANGALA		P1	1	C1	8	A1	1
		P2	63	C2	62	A2	50
	489	P3	283	C3	212	A3	179
		P4	150	C4	212	A4	265
		P5	1	C5	4	A5	3
		PERFORMANCE RATING%		CONDITIONAL RATING%		ACCESSABILITY RATING%	
		P1(0%)	4	C1(2%)	34	A1(1%)	12
		P2(13%)	223	C2(8%)	139	A2(7%)	122
		P3(57%)	960	C3(59%)	981	A3(34%)	571
		P4(27%)	459	C4(30%)	492	A4(57%)	943
		P5(2%)	27	C5(1%)	21	A5(1%)	19
Grand Total							**1634**

Progress made in addressing the maintenance backlog during the period under review, for example, has the backlog grown or become smaller? Is the rate of progress according to plan? If not why not, and what measures were taken to keep on track

The Department managed to implement and completed 148 maintenance related projects and 48 storm damaged projects during the year under review. This totals to 196 disaster and maintenance related projects completed for this financial year under review.

This resulted in the reduction of the maintenance backlog by 7% which totals the backlog to 80% of total schools from 73% in 2024 of the completed maintenance projects.

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	137 000	196 205	(59 205)	278 670	102 375	176 295
Existing infrastructure assets	1 097 474	1 062 409	35 0 65	0	0	0
Upgrades and additions	324 753	354 774	(30 021)	204 381	416 241	-211 860
Rehabilitation, renovations and refurbishments	262 179	118 182	143 997	188 714	150 133	38 581
Maintenance and repairs	510 542	589 453	(78 911)	139 631	144 316	-4 685
Infrastructure transfer	16 000	15 980	20	0	0	0
Current	16 000	15 980	20			
Capital	0	0	0			
Total	**1 250 474**	**1 274 594**	**24 120**	**533 004**	**668 749**	

PART | C

Governance

1. Introduction

The department is committed to maintaining the highest standards of governance and to the management of public finances and resources. Stakeholders want assurance that the department has good governance structures in place to effectively, efficiently and economically utilize the state resources, which are funded by the taxpayer. The Department believes in the ethical conduct of its employees, service providers and has adopted a zero-tolerance approach to fraud and maladministration. Risk assessment reviews are conducted to specifically address strategic, operational, project, and information technology risks. Risk management has remained an integral part of the operations of the Department during the year under review.

2. Risk Management

The Department has reviewed and approved the risk policy, risk management strategy and risk implementation plan 2024/25 which is aligned with the Departmental strategic plan. The Risk Committee held four (4) internal and external risk committee meetings during the financial year. The Risk Awareness session held in the financial year under review informed the 2024/25 Strategic and Information Technology risks assessment session. These risks were confirmed and reviewed by executive management for alignment with strategic outcomes. The quarterly risk management reports were presented to the Audit Committee to monitor, advise, and enhance the effectiveness of risk management in the Department. Risk registers were updated by the respective units and emerging risks were identified with mitigation plans to improve risk management and achievement of objectives. The Risk Assessment Workshop for the 2025/26 financial year will be held in preparation for the next financial year. The Risk Committee reviewed and monitored quarterly reports on the progress made against mitigation plans. The risk maturity report was shared with the risk committee also reported to the Audit Committee and recommendations to improve the risk management culture are affected in the ongoing implementation plans.

The Department's Executive and Senior Management had a role to:

Set the tone and influence the culture of risk management within the Department.

This includes:

- Determining whether the Department is risk taking or risk averse as a whole or on any relevant individual issue,
- Determining what types of risks are acceptable and which are not; and
- Setting the standards and expectations of staff with respect to conduct.

a. Determine the appropriate risk appetite or level of exposure for the Department.
b. Approve major decisions affecting the Department's risk profile or exposure.
c. Monitor the management of significant risks to reduce the likelihood of unwelcome surprises.
d. Satisfy it selves that the less significant risks are being actively managed, with the appropriate controls in place and working effectively.
e. Review the Department's approach to risk management during the year under review and approve changes or improvements to key elements of its processes and procedures

Key risk management initiatives undertaken during the year included:

a. Conducting annual strategic risk assessment reviews.
b. Conducting operational risk assessment or re-evaluate key risks for all business units at least annually.
c. Regular reviews and updates of the risk registers and the management provided action intended to or minimize or reduce the identified risk.

d. Early identification of emerging risks and possible reduction processes thereof.
e. Monitoring and reporting on key risks affecting the Department.
f. The identified risks were reported to the Risk Management Committee and the Audit Committee.

Risk Committee Members

The Department has a Risk Management Committee to provide oversight over the implementation of the Risk Management Strategy and implementation plan. In terms of approved terms of reference, the committee is required to meet at least four times in a year. The committee met three times during the current year. Second and third quarter progress were assessed in a single meeting. The Risk Management Committee comprises of the following members:

Member	Position
Ms. J Masite	Chairperson (external)
Mr Mhlongo	Member (external)
Mrs LH Moyane	Head: Education
Ms TF Ntuli	Chief Financial Officer (Internal Chairperson)
Mr. SJ Mkhwanazi	Deputy Director General: Curriculum
Mr DM Mtembu	Director: Strategic Planning, Research and Projects Coordination
Mr PS Zwane	Director: FET
Mr. DR Shipalana	Chief Director: Financial Management
Mr. JS Ndala	Chief Director: Human Resources Management
Mr. ER Nkosi	Director: MST
Mr. HA Ngwenya	Director: Labour Relations
Mr MEM Bhembe	Chief Risk Officer
Mr. CS Manyabeane	Chief Director: District Coordination
Mr. SM Thwala	Director: Supply Chain Management
Mr. E. Siwela	Chief Director: GET
Mr. S Sifunda	Chief Audit Executive (Observing member)
Mr. KM Mathebula	Director: Infrastructure
Ms. G. Mbatha	Risk Officer

3. Fraud and Corruption

The Department implements the approved Anti-Fraud and Corruption Policy and Anti-Fraud and Corruption Implementation Plan. There was regular reporting to the Risk Management Committee and Audit Committee on the progress, trends, and status of investigations. Cases are reported through the hotline or internally (walk in) and are recorded in the register and get investigated. Reported cases were investigated through the Internal Audit Unit during the year and some have been finalized. The Department has adopted a consequence management framework to investigate cases of irregular, fruitless and wasteful expenditure and make recommendations to eliminate the occurrence of irregular, fruitless and wasteful expenditure.

Awareness sessions were conducted on the disclosure of financial interests, ethical behavior, remunerative work outside the Public Service and the Code of Conduct of the Public Service.

All designated employees are formal instructed to declare their financial interests on the e-Disclosure system and Non-compliance is referred to the responsibility managers for consequence management. Departmental circulars are sent to all staff members regularly, informing staff members of the process to be followed to obtain approval to engage in Remunerative work outside their spheres of appointment in the Mpumalanga Department of Education.

4. Minimising Conflict of Interest

The Department has made efforts to minimise conflicts of interest. Appointment letters of new recruits to the Department request that employees disclose all business interests and remunerative work that they engage in outside the Department. Internal circulars are sent through emails reminding all officials to declare any remunerative work outside the Department.

The Ethics Officer conducts information sessions on the Financial Disclosure and Remunerative work outside the Public Service. During the interview process, members of the Interview panel are required to declare/disclose any relationship with shortlisted candidates. If a panel member declares a close or family relationship with/to a candidate, such panel member is requested to recuse himself or herself from the interview process. The Department ensures that all financial disclosures of interest of senior managers are submitted on time. Late submission or non-submission of financial interests are reported to the office of the Head: Education and consequence management is applied.

In cases where an official is found to have engaged him/herself in remunerative work outside his/her sphere of appointment in the Education Mpumalanga without obtaining prior permission from the Executive Authority. The transgression(s) are reported to the Executive Authority, letters are sent requesting such official to account for not adhering to the rules and, where necessary reported to the Executive Authority and consequence management is applied. All members of the Departmental Bid Evaluation and Bid Adjudication Committees are required to complete a Declaration of Interest form prior to adjudication and evaluation of each bid/tender.

5. Code of Conduct

The department has a code of professional ethics that was circulated to all staff member on the 05th of November 2012, this document provides the expected standard of conduct by all officials appointed by the department and is a set of rules which provides for which conduct is expected and which conducted is punishable. In the event there is contravention of the code, consequence management is to be implemented against those that have contravened same.

The normal disciplinary code and conduct of the public sector for both Employees appointed in terms of the Public Service Act, SMS Handbook and those employed in terms of the Employment of Educators Act provides a step by step on the procedure to be followed when discipline is being instituted.

It is on these grounds that 331 of the employee cases that were received and attended to by the Department and 308 were finalized, arising from 295 types of misconduct that the employees were disciplined for.

68 Grievances were lodged and 60 of them were resolved with only 08 remaining unresolved.

70 Disputes were declared and 20 of them were dismissed with 50 upheld.

6. Health Safety and Environmental Issues

The Department faces multiple Health, Safety & Environmental (HSE) issues and their effects on the Department are significant. The Department recently appointed Occupational Health & Safety (OHS) Practitioners with the intention of not only identifying the hazards and associated risks that stakeholders are exposed to but to also determine the best course of action to address the HSE issues.

The HSE issues in the Department range from exposure to hazards of a physical, chemical and biological nature, to name a few.

Hazards that have an effect on the Department include but are not limited to:

- Limited resource allocation to combat OHS issues.
- Lack of relevant OHS training and education.
- Poorly maintained Departmental infrastructure.
- Increased incidents of bullying, assault and substance abuse in schools.
- Poor air quality - affecting the Departmental stakeholders in the Highveld area.
- Poor housekeeping practices.

The hazards that stakeholders are exposed to opens up an expansive list of risks that have minor to major impact on the Department. These risks and impact are namely:

- Employee and learner mental health concerns due to poor working and learning environments.
- Increased employee and learner absenteeism due to illness or injury.
- Service delivery and school programme interruptions.
- Damage to reputation and loss of trust when school safety issues become public knowledge.
- Increased costs related to medical care, workers' compensation and repairs.
- Fines or legal action due to non-compliance with HSE regulations.

7. Portfolio Committees

Question	Responses
Programme1: Administration	
Can the Accounting Officer assure the Committee that programmes 3 and 6 will be able to spend all the allocations at the end of the fiscal year?	The department jointly developed acceleration plan with its implementing agents and continuously engaging with implementing agents to fast track the projects under the programme 6 to accelerate spending. There is currently an acceleration plan which will improve spending to ensure 100% expenditure by year end. The programme is currently at 89 % as at end of February 2025. In programme 3 , the outstanding 3.4% was due to Mathew Phosa private college which had matters that needed to be corrected before their payment could be made. The matters have since been resolved and payment made to Mathews Phosa, and the programme is now at 100% expenditure
What led to slow spending on the two programmes, 3 and 6, and can the Accounting Officer provides interventions put in place to ensure that all the allocation is spent in the fiscal year?	The slow spending on programme 6 was largely centred around the Implementing Agent's delay in procurement of a new panel of Contractors after the existing panel had expired. A new panel had since been appointed and the Implementing Agent had since advised that Contractors were instructed to accelerate works on site in line with the applicable conditions of Contract. The Department's Infrastructure unit is closely monitoring the implementation of these projects to ensure that they are timeously completed and spent accordingly. On programme 3 Matthew Phosa was allowed time and was supported to correct the matters that made the department uncomfortable.
Can the Accounting Officer inform the Committee on the total number of invoices received in the quarter, how many were error free and paid within 30 days and how many were returned for corrections?	The Department processed 5,394 invoices of which 5,211 (97%) invoices were paid within 30 days and 183 (3%) were processed after 30 days. The majority of the invoices relate to Infrastructure and were awaiting for verification by the project managers.
Is there irregular expenditure which the department incurred in the quarter, which programme(s) contributed the most and how much irregular expenditure were incurred?	The Department did not incur any irregular expenditure during the quarter under review.
Can the Accounting Officer assure the Committee if the NSNP grant will be able to provide meals for all the number of days in the fourth quarter given the overspending by 3.0% at the end of the quarter?	The overspending of 3% was as a result of a once-off transfer payment which were effected to schools until the end of the quarter. The balance of funds left are sufficient to provide meals to all learners (as planned) until the end of the financial year.
a. How many vehicles were involved in accidents in the quarter and how may were written off?	Four vehicles were involved in accidents in the 3rd quarter, and two were written off.
b. What is the average fuel price the department incur per quarter?	An average fuel of R1 362 582.00 is incurred per quarter.

Question	Responses
c. Are there any vehicles that were disposed in the quarter and how much revenue was generated against such vehicles?	Auction of state vehicle was conducted by the Department of Public Works, Roads and Transport (DPWRT) in December 2024, and 13 vehicles were auctioned in the 3rd quarter. Proceeds are not yet to be finalised by DPWRT.
d. Can the Accounting Officer inform the Committee of the number of farm schools that still exist since the advent of the boarding schools?	There are 81 public farm schools and 2 are independent farm schools, 31 of these have lease agreements where the department is paying rentals.
How much is spent by the department to lease these farm schools in the quarter?	Previously and during the current financial year under review, the Department paid farm schools annually. These annual payments for 2024/2025 financial amounted to R11 760 000.00, which is about R2 941 000.00 per quarter.
The department managed to monitor 30 schools' budget in the quarter; can the Accounting Officer inform the Committee of the findings upon the visit?	Some schools are not complying fully with the financial directives for schools. Below are the common findings made by the Department during the monitoring process. Monthly and daily expenditure/ bank reconciliations are not performed. Ineffective finance committees. (Committees not meeting at least once a month in line with the guidelines). Non- compliance to SCM prescripts. (Schools in deep rural areas not complying with the SCM processes when sourcing quotations). Non-utilization of the 13% paper budget allocation for maintenance purpose. **Remedial Measures.** Trainings of newly elected SGB members on financial management were conducted during the 2024/25 financial year. Finance Committees were encouraged to meet virtually, where physical meetings are not conducive. Furthermore, DBE facilitated trainings to schools on the implementation of the day-day maintenance during the month of February 2025. Schools are also encouraged to keep a database of suppliers and in areas where service providers cannot be sourced locally; the Districts should assist in sourcing quotations from the CSD. The Department will monitor compliance during the first quarter of the 2025/26 financial year.
Whether there is improvement on schools' financial management or not?	The Department has recorded improvement, except on the areas mentioned above. The Department will strengthen compliance to the Financial Directives for Schools during the first quarter of the 2025/26 financial year through the audited financial statements submitted and physical monitoring. In cases where gross financial mismanagement will be identified, consequence management will be implemented.

Question	Responses
Principals get bullied by SGB and conduct transactions and withdrawals without the knowledge of SGB or the principals, a case in point is Botleng secondary school. How does the Accounting Officer empower principals to oversee the schools' finances and know the financial transactions on a regular basis?	The Financial Directives for Schools as approved by the Accounting officer clearly states that, no financial transaction can take place without the recommendation of the School Principal. The Principal is not the signatory at the bank, however to strengthen the controls, the Principal obtains bank notifications for all the transactions that are occurring in the school bank account. The principal should, therefore confirm whether the transactions are in line with the decision of the Finance Committee, School's budget and the finance policy. In cases where the SGB, performs financial transactions, without the recommendations of the Principal, who acts in an advisory capacity to the School finance Committee, the Principal after receiving the bank notifications should report the matter to the SAPS and the Department.
What is the role of principals in the school's financial management?	The School Principal is the member of the School Finance Committee and plays an advisory role in terms of Section 16A of the South African School's Act. No financial transaction can take place without the recommendation of the School Principal. The Principal is not the signatory at the bank. However to strengthen the financial controls, the Principal obtains bank notifications for all the transactions that are occurring in the bank account of the school and should confirm whether they are in line with the decision of the Finance Committee, in line with the School budget and complies with the Finance policy.
Can the Accounting Officer inform the Committee if each of the 4 district directors had meetings with the circuit managers and principals of schools to provide support in the quarter?	Quarterly meetings were held in October with circuit managers in preparations for the examinations. Generally, there are no further meetings in November and December as it is during the time of the running of exams.
Whether such meetings were led by district directors or delegated official, if so, can the district directors provide proof that they are supporting school principals and circuit managers?	Meetings with circuit managers are convened on quarterly basis. Circuit managers are part of the extended District Management Teams and meetings are held once a quarter led by the District Directors Attendance registers are available, and the monitoring instruments furthermore districts quarterly reviews are conducted in order to support the schools to achieve their set targets as per the School Improvements Plans. .
Of the 143 employees that terminated in quarter, can the Accounting Officer indicate whether they are school based officials or office-based officials?	The number of service terminations include both schools based and office based officials, in total 97 School based officials (educators) terminated their service contract and 46 office based educators (non-educators).
What bottlenecks were experienced by the department on capturing the suspension of the salaries and whether overpayment of salaries were experienced?	The challenges are mainly caused by the persal system for example when employees who pass away/terminate their services after salary cut of date or after payment of salaries the process lead to salary overpayment. Yes, there were 3 employees who had salary overpayment due to late service terminations due to late submission of files. The overpayment cases are as follows: 2 cases have overpayment of 1 month 29 days 1 case has an overpayment of 1 month 14 days.

Question	Responses
Whether the vacant posts were advertised and what is the turnaround time for appointments?	104 posts were school based educators were post level one (PL1) educators' schools are advertised as and when the post become vacant in line with the approved Business Process of the Department. for Promotional Educator posts vacant Principal posts were advertised in November 2024 with the closing date of 8 January 2025. The recruitment process in on-going. For the remaining promotional posts Departmental Head and Deputy Principal posts the department will Provincially issue vacancy list late March 2025 or early April 2025. Office based posts will be advertised after receiving concurrence for Provincial Treasury, Office of the Premier and National Treasury. The turnaround time for school based post level one is one month, in the case of school based promotional posts is six months after releasing of schedules applications to schools and circuit offices. For office-based posts the period is more than six months due to the Directive from National Treasury and DPSA on creation of posts on PERSAL.
R 14 000 fruitless expenditure was incurred in the quarter, can the Accounting Officer inform the Committee what caused such fruitless expenditure?	The fruitless and wasteful expenditure emanates from interest paid on municipal, Telkom and Eskom overdue accounts.
What plan are put in place to discourage fruitless and wasteful expenditure in the coming quarters?	The Department will strictly monitor the Districts to ensure that all invoices relating to municipal accounts, Telkom and Eskom accounts are paid on time. The Department will further ensure that the Municipal, Telkom and Eskom accounts are prioritized within the cash flow requirements of the Department. The printing of standing purchase orders for all monthly recurring payments will be done to avoid any delays that may result from the frequent printing of orders. Any fruitless expenditure that may be incurred because of an act committed or omitted by an official, will be recovered from such an official.
What challenges were confronted by the department on scholar transport in the quarter?	The department was confronted with the following challenges Scholar Transport that was utilised by learners to their school of choice while on the other hand such routes have been stopped like KaMhlushwa. The other challenge was from communities that demanded scholar transport for non-qualifying learners like communities from Mooiplaas New Stands Few learners travelling many kilometres to school from farms have been accommodated at boarding schools like Emakhazeni. Non-provisioning of scholar transport to learners from Geluk and Ziphakamile to Morelig was corrected. Non-provisioning of scholar transport of Mooiplaas qualifying learners was corrected but non-qualifying learners of continue to demand scholar Transport. Districts were directed to identify small unviable schools for consideration for placement in boarding schools like eZakheni and Izimbali where space were identified. Mashishing learners who were utilizing scholar transport have been accommodated at Thaba Chweu Boarding and scholar transport was re-directed to needy communities like Mkhuhlu, Mooiplaas and Geluk. There are isolated reported incidents of overloading which were brought to the attention of Department of Public Works R Transport .

Question	Responses
Recruitment of employees in boarding schools require an element of basic skills for maintenance such as electrical or plumbing exposure, can the Accounting Officer indicate if such recruitment strategy is followed for the good maintenance of the schools?	Positions of Groundsman were advertised with the minimum requirements of a qualification in Gardening/ Plumbing/ Carpentry/ Electricity that may serve as a recommendation, with a basic knowledge of Maintenance and Repair Skills, however there were some of the staff members who has some of the skills but the criteria was not followed to the latter during recruitment process On the job training will be used to upskill the officials so that they possess the requisite skills. Boarding schools like Izimbali has recruited workers with skills and they shared such information with other boarding schools to assist them when making recruitments since the boarding school concept was new and the Department could not at the time foresee all the process.
Is there any role played by MRTT the entity in assisting the general workers of public schools and boarding schools on basic skills so that they are gainfully employed assisting in the school maintenance?	MRTT trained the GSA through PYEI project in the past. However this presents an opportunity for such support as the cost of the training program are costly Districts and Boarding schools have already been informed of the initiative to take advantage of MRTT for upskilling
What causes underperformance in the identified primary and secondary schools and the mitigation the department implementing?	The identified causes for underperformance in both primary and secondary schools are caused by : Inconsistency on the side of the school to manage the curriculum and lack of management capacity by most of the underperforming schools Underperforming schools also were written letter to account on underperformance and submit improvement plans. ▪ Poor implementation of learner performance improvement strategies, ▪ Insufficient curriculum coverage, ▪ Lack of basic content knowledge, ▪ Lack of language skills particularly on the language of learning and teaching which is English as a first additional languages **Mitigation strategies are** ▪ ▪Review Learner Performance improvement Plan and mediate it with all school principals and issue it out as a circular for compulsory implementation ▪ ▪Strengthen curriculum coverage through monitoring through subject advisors ▪ ▪Implement a curriculum recovery strategy to close identified content gaps per subject and per grade ▪ ▪Introduce Mother Tongue-based Bilingual Education to support teaching and learning of content subjects from Grade 4 Districts also undertake oversight visits multi-disciplinary teams to underperforming schools to check the state of the schools
What explanation is given on the targets which do not have activities in the quarter?	The third quarter in the department is an assessment period and most officials are deployed to monitor examinations which affect the implementation of other activities as beneficiaries will be busy with assessments in their respective schools or offices

Question	Responses
Programme 2 Public Ordinary Schools	
What is progress on reading for meaning in the earlier grades?	The Department implements various reading programmes as part of mitigation strategy to enhance reading proficiency of learners in lower grades. Amongst others, the programmes include the following; The Systemic Improvement of Literacy and Numeracy in the Foundation Phase (Hluma) is currently being implemented in 555 schools in Ehlanzeni and Nkangala Districts. The programme aims to improve learning outcomes for Siswati and IsiNdebele (the two marginalised of the marginalised languages). Group Guided Readers, Classroom Library Boxes and Mathematics Manipulatives have been delivered to all the participating schools. Two training sessions have been conducted to Principals and Deputy Principals. Furthermore, 20 Early Grade Youth Assistants have been appointed, 10 for Siswati and 10 IsiNdebele in each district. Monitoring and Supporting Grades 1-7 learners' Reading Proficiency, focussing on Oral Reading Fluency. 41 Language Subject Advisors monitored and supported 534 schools as part of their annum target. The same target will be replicated in 2025. In the fourth quarter, 120 Departmental Heads (DHs) for Grade 1-4 have been supported and monitored on the implementation of reading programmes. The MTbBE (Mother Tongue based Bilingual Education) is one of the programmes that encourages teachers to teach content subjects (particularly Maths, NS& Technology) in mother tongues of learners. Assessment (Question Papers), Annual Teaching Plans, and Workbooks are being developed and versioned in indigenous languages of grade 4 learners to minimize language barriers. The training of 800 Foundation Phase teachers has been carried out focusing on the use of lesson plans that addresses the strategies and components of reading (reading methodologies).
22 schools could not retrieve tablets to learners in the third quarter, what reasons are provided by the schools for failing to collect the tablets from learners?	All 401 schools provided with tablets in Grade 12 retrieved the tablets by 31 January 2025. The total retrieval is at 88% with 40 573 tablets of the 46 352 retrieved, this leads to 5779 lost devices which have been reported to the SAPS.
How did the department deal with the schools which could not retrieve the tablets?	Schools that had not retrieved tablets from learners by 13 December 2024 were followed up when schools re-opened and instructed to retrieve tablets from learners as they issue learners with their grade 12 results and that was successfully done.
Whether the schools have received the tablets for the new cohort of grade 12 learners 2025?	The current cohort of 2025 Grade 12 learners has not yet received tablets since the tablets bought in 2022 have run their lifespan and warranty. The department is currently finalising the process of providing 60 000 new tablets to be provided when schools reopen for the second term on 8 April 2025
The department has been piloting the GETC in the previous period, can the Accounting Officer allude to the Committee how far has the department moved towards introducing GETC full scale to schools?	Two hundred and sixty-three schools participated in the GEC 2024 Pilot study. Two hundred and fifty-eight schools also participated in the GEC curriculum tests in November 2024. Their marks contributed to the progression and promotion results Five Schools of Skills (SoS) did not write the GEC tests since their curriculum is not aligned to the mainstream curriculum; they administered their internal tests. In 2025, all schools (with grade 9) in the province will participate in GEC 2025.
What explanation is given for visiting fewer schools with Grade R for readiness for formal Grade R?	All primary schools conduct School Readiness Assessment at the end of the academic year to determine the Grade R learners' readiness to formal schooling, however, fewer schools are sampled to be visited for verification due to limited human resource.

Question	Responses
Programme 3: Independent Schools	
Whether transfer of funds has been disbursed to all the beneficiaries of the transfers and subsidies in the quarter?	Transfers were made to all Public Ordinary Schools before the 15th November 2024, hence the expenditure is at 96, 2%. The remaining 3, 8% relates to the payment of leave gratuities which occurs as and when officials are terminated on the system.
Payment for Capital Assets is underspending after the budget adjustment; what explanation is given to the underspending of the classification?	The funds were initially earmarked for the procurement of tools of trade; however, the Department had an urgent pressing need to fund the 4th quarter activities for the In-Schools Sport Programme, which could not be sufficiently funded due to budgetary constraints. These activities are part of the annual performance plan (APP) and failure to fund them would have resulted in schools not being able to participate for both provincial and national events. The funds were, therefore, reprioritized to fund the school's sports activities. The budget will be corrected during final budget adjustment.
34% of the allocation was not transferred at the end of the third quarter what explanation is given to the 3.4% (R 835 000) not transferred at the end of the third quarter?	The outstanding 3.4% was due to Matthew Phosa private college which had matters that needed to be corrected before their payment could be processed. The matters have since been resolved and payment made to Mathews Phosa and the programme is now at 100% expenditure.
Programme 4; Public Special Schools	
How many special need learners could not be placed at the end of the third quarter?	349 learners could not be placed. They are currently placed and supported in other schools as they are awaiting availability of spaces in special schools
There are vacant therapists' posts which were not filled at the end of the third quarter, what is progress to date in filling the posts as planned by the department?	Interviews were concluded, and the department is in the process of finalising the vetting of the recommended candidates As soon as the outcome is received, appointments will be effected for the advertised 10 Therapist posts.
What challenges are confronted by departmental officials when supporting home schools?	The SA Schools Act (1996) does not make provision for home schools, only for home education where a parent educates his/her own child in their own home. Challenge: Pre-registration visits to homes can only be done with the permission of the parent, the alternative monitoring/ verification methods that are being implemented have ethical implications on the side of parents who may decide to limit certain information, i.e. virtual monitoring Online (Telephone/ Email) Google Forms
What mitigations are put in place to improve spending within the expected norm in the programme?	The Department is strictly monitoring the expenditure on the programme through the IYM, Budget Advisory Committee and weekly Senior Management meetings to ensure that the expenditure is contained within the available budget and norm

Question	Responses
Whether the programme will not overspend at the end of the financial year given the overspending pattern it has shown in the third quarter?	The programme will break even at year- end. The overspending on the transfers and subsidies is a result of the first and second quarter transfers made to special schools. The slight underspending on the Compensation of employees is as a result of the vacant funded posts. Recruitment processes will be finalized before the end of March 2025. The overspending on the payment of capital assets is a result of the procurement of tools of trade and the savings realized under the compensation of employees will be utilized to defray the over-expenditure under this item.
Programme 5: Early Childhood Development	
What plans are put in place to help the 12 ECD centres comply with the CSD requirements?	The CSD challenges mainly result from the Centres who continuously change their banking details and board members, which ultimately delay the transferring of funds to schools. ECD Centres are continuously encouraged to refrain from such acts. This information is communicated regularly through the ECD forums.
How many unqualified practitioners remained in the system as at the end of the third quarter?	There are 359 unqualified Practitioners in our schools
Can the Accounting Officer provide the number of Grade R practitioners who were given bursaries in the financial year and how many have since completed their studies?	No bursaries during the current financial year were awarded to Grade R Practitioners
What is the total number of Grade R practitioners who are 60 years and above?	A total of 192 Grade R Practitioners/ Teachers are 60 years and above.
Programme 6: Infrastructure Development	
Can the Accounting Officer inform the Committee whether all planned projects for the financial year have been awarded or not, if not which are those projects were not awarded and how will the Accounting Officer deal with them in the financial year?	Not all the projects were awarded for the quarter under review and all implementing agents have developed recovery plan for implementation in the fourth quarter. One key activity of the recovery plan was fast tracking of procurement for all planned projects. (List of projects that were not awarded as at end of quarter 3 attached).
The target of relocating mobile classrooms to schools which need them was not achieved, how did this affect overcrowding in the receiving schools and when will the mobile classrooms be delivered?	Delays in relocating mobile units are adversely affecting the needy schools, resulting in challenges for teaching and learning. A total number of 194 mobile units for 104 schools were provided in attempt to addressing overcrowding in preparation of the 2025 school re- opening. A total of 184 has been delivered and balance to be completed by 31 March 2025. Furthermore, relocations occurs as and when mobiles become available and identified for relocation.

Question	Responses
4 schools of the planned 12 provided with sanitation was not achieved, what is progress of the remaining 4 which was not achieved in the quarter?	10 public schools have been provided/upgraded with sanitation facilities for the period under review and 7 were in different stages (including the targeted four) as indicated below; Khutsala Primary school - 50% Lekazi Primary School - 30% Malengeza - 55% Mayisha Secondary School - 80% Phambanisa Primary School - 50% Phambili Secondary School - 90% Piet Retief Combined - 60%
School principals do not take charge on maintenance of school buildings and toilets, new schools get worn out within a year after building or renovation, a case in point is Thaba Chweu boarding school. Why is the Accounting Officer not developing a key performance indicator for the principals and circuit managers relating to school infrastructure maintenance?	The department in collaboration with DBE did training for the Circuit and District infrastructure officials on Maintenance at Teaching and Learning Facilities. Training for Nkangala and Gert Sibande District were presented on 10-11 February 2025, and for Ehlanzeni and Bohlabela District on 17-18 February 2025. Through the training programme the officials acquired basic knowledge and skills on how to identify building and service elements and components that require maintenance, how to carry out basic maintenance tasks and also how to manage, monitor and evaluate maintenance work that was carried out at the school facilities. The main reason for the training is for the circuit and district officials to use this training material to educate the schools and the school principals on how to utilise the 13% of their paper budget in other words their Norms and Standards/ Day-to-day maintenance budget for basic maintenance of their school facilities. It will also be a requirement to report progress to DBE on how the schools are implementing their Norms and standards / day-to-day maintenance budgets. A circular with all the relevant information and maintenance checklists together with reporting tools will be circulated to all schools. Schools would be required to report on their maintenance progress and expenditure of the Norms and Standards/ Day-to-day budgets to Circuit level, Circuit to report to District, and District to Head office and Head office to DBE.
On quarterly visits by Circuit Managers to school, do they also monitor school infrastructure maintenance, and do they report on the conditions of schools to the department?	Currently the Circuit Managers do monitor the overall conditions of the schools, but not specifically the maintenance of the schools. However, after the 'Maintenance at Teaching and Learning Facilities' training received in February, the Circuits and circuit managers will be responsible to monitor the day-to-day / norms and standards maintenance the schools are implementing as well as reporting on the progress and financial expenditure of the 13% of the paper budget for maintenance purposes. Templates for monitoring and reporting will be circulated to all circuits and schools
Only 18 of the 50 planned target on practical completion was achieved, can the Accounting Officer provide acceleration plan for the 32 projects which are slow?	The delay of the projects was largely centred around the Implementing Agent's delay in appointing a new panel of Contractors after the existing panel having expired. A new panel had since been appointed and the Implementing Agent had since advised that Contractors were instructed to accelerate works on site in line with the applicable conditions of Contract. The Department's Infrastructure unit is closely monitoring the implementation of these projects to ensure that they are timeously completed

Question	Responses
What explanation is given by the implementing agent on the projects which are slow?	The Implementing Agent explained that their panel of term contractors had expired and that they experienced delays in appointing a new panel of contractors through which these projects are physically implemented. The Implementing Agent has since appointed the new panel of contractors and has allocated the projects to the contractors and the projects are currently on the ground. The Department is closely monitoring the projects to ensure that practical completion is achieved by end of the quarter. As at end of the last quarter, 65% of the projects were above 50% in terms of physical completion.
Two projects Rockdale Extension 24 primary school and Shanke secondary schools were at 0% construction at the end of the quarter, what caused the no progress on the schools mentioned?	Rockdale Extension 24 there was delay in mobilizing local community to support the project and for Shanke there was a delay in receiving contractor's work permit which halted progress on site.
Whether all the other on-going projects were progressing good or there is slow progress as well?	A total of 34 projects were noted to be behind schedule or having slow progress for the period under review
Can the Accounting Officer inform the Committee when New Ermelo primary school was awarded to service provider and when is the department anticipating practical completion?	The project was awarded to the initial contractor on the 19 February 2021. The project has since experienced challenges and had two cession contractors appointed to complete the project. Sectional completion has been achieved and the school be came operational as at beginning of 2025 academic year and the anticipated overall project practical completion is 31 March 2025
Mkhondo boarding school's progress was not reported in the quarter, however, the department must inform the Committee on progress in the operationalization of the boarding school.	The progress in terms of infrastructure the project is at 97% as per the report from the IA and operationalization of the school is earmarked for the second quarter (see attached report)
There is the construction of a fence at Riet Kol primary, why is the construction of the fence not reported in the quarter?	It was not reported because the Department only reported completed projects and the project was still under 40 % as at end of quarter.
How does the department in consultation with the implementing agents plan to improve performance on the maintenance?	The Department had requested acceleration plans from Implementing Agents (IAs), which have since been submitted. The Department is closely monitoring the IAs to ensure that the commitments made in the acceleration plans are being adhered to. Plans to improve on maintenance also include the following: Conducting bi–weekly meetings with Principal Agents and contractors for increased project level oversight and close monitoring, jointly by officials from the IA and the Department. Instructing of Contractors to action multiple teams on site to ensure expedition of works. Increased involvement of Social Facilitators to pre-empt community – level project conflicts and to minimising project delays arising out of such conflicts. Timeous processing of payment certificates to avoid suspension of works on site which ultimately leads to project delays.

Question	Responses
The programme is underspending at the end of the quarter, how does the Accounting Officer plan to accelerate spending in the programme?	The department has had continuous engagements with implementing agents to fast track the projects under the programme in order to accelerate spending. There is currently an acceleration plan which will improve spending to ensure 100% expenditure by year end
How many invoices were received in the quarter and how many were paid within the stipulated period?	The department received 526 invoices in relation to programme 6 and 441 were processed within 30 days while 85 were delayed in processing due to inadequate supporting documents and technical engagements on the affected invoices / projects prior verifications.
All the sub-programmes are not performing as per the plan at the end of the quarter, what plans are put in place to improve performance in the financial year?	Compensation of employees – The programme had vacant posts during the quarter in review at the moment and has filled some of the posts in the second quarter. However, the underspending will continue to reflect due to the fact that the newly appointed officials will only impact the spending for the remaining months of the financial year Advertisements and shortlisting have been made, interviews were conducted and two posts have been filled. The spending is expected to improve going forward, however the 100% will not be achieved due to current year vacancy. On goods and Services – An acceleration plan has been developed jointly with implementing agents to ensure that the spending is 100% at year end, this will be monitored throughout the year to avoid overall overspending. Transfers and subsidies – This is because the budget for maintenance implemented by implementing agents has been incorrectly allocated under transfers and the spending is sitting in that line item, this resulted in low expenditure however this has been corrected and adjusted. On payment of capital assets - An acceleration plan has been developed jointly with implementing agents to ensure that the spending is 100% at year end, this will be monitored throughout the year to avoid overall overspending.
Programme 7: Examinations and other related services	
How did the department perform on international benchmark assessments on SAQMEC V?	South African learners have achieved above the centre point of 500 in SEACMEQ V in both Reading (505) and Mathematics (525). However, these scores are lower than SEACMEQ 1V in both subjects. Learners from Mpumalanga displayed moderate scores as they have obtained 507 in Reading (above the National achievement of 505) and 525 in Mathematics which is equal to the National achievement. The overall mean score for teachers in Reading and Mathematics show a significant improvement compared to the previous cycles of SEACMEQ. Mpumalanga teachers obtained 823 mean score in Reading which is above the National achievement of 811. Whereas in Mathematics they have obtained 769 which is also above the National mean score of 759.

Question	Responses
Of the number of students on bursary programme, can the Accounting Officer inform the Committee provide summary of performance of the students both local and international?	International Study Programme In the quarter under review, 42 students continued with their studies at 4 Russian universities. The Russian academic year started in September 2024 and will end in June 2025, hence academic results for the cohort will be submitted and analysed in the second quarter of 2025-26. 23 General Medicine Russian graduates underwent board examinations during the third quarter and only 7 graduates managed to successfully pass the final component of the board examination. The 7 successful graduates have been placed on the National Internship programme in different provinces after which they will serve Mpumalanga province in the Department of Health Community Service Programme before they can be appointed as Grade 1 medical practitioners. Local Bursary Programme 102 students continued with their studies at various local universities. 29 students successfully completed their studies in various fields of study.
What programmes are pursued by the 42 students on international universities?	Of the remaining 42 students at 4 Russian universities, 40 are studying General Medicine at 3 medical universities and only 2 of the remaining students are studying Aeronautical Engineering at Moscow Aviation Institute.
How many departments contributed towards the learnership and internship programme and which one could not participate on the programme?	In the Quarter under review, all provincial departments except four departments (Agriculture, Human Settlements, Social Development and Health) participated in the internship programme.
Can the Accounting Officer provide information of all the schools which were involved in the unethical conduct resulting in holding the NSC results for the learners in 2024 academic year?	Six(6) schools affecting 191 candidates are alleged to have engaged into exam irregularity. These were picked up by the capable markers in our marking centres. (See attached document annexure A)
Principals of schools are chief invigilators, what action is taken against the principals who oversaw irregularities happening in their schools?	We have not recently had incidences wherein principals oversaw irregularities in their schools. In schools with consistent irregularities, the Department appoints a Departmental Official to serve as Chief Invigilator whilst the principal is appointed as Deputy Chief Invigilator. The strategy assists in strengthening invigilation and curbing unwarranted irregularities. We had few invigilators who colluded with candidates and when such are detected, they are placed on precautionary suspension, whilst Labour Relation prob]e the allegation. During the conduct of 2024 NSC final examination, one educator was placed on precautionary suspension for collusion and subsequently the marking appointment revoked. Labour Relation is further probing the matter.

Question	Responses
What justification is given to overspending by the three classifications in the programme?	**COMPENSATION OF EMPLOYEES** The overspending on this item is a result of the once off payment of Examination markers that took place during the month of December 2024.The remainder of the payments were effected during the first week of January 2025. This item is therefore expected to break-even at year-end. **GOODS AND SERVICES** The overspending on this item is as a result of the payment of Examination expenditure such as printing of exam papers and venues and facilities which occured during the 3rd quarter of the financial year. The item will break-even at year-end. **TRANSFERS AND SUBSIDIES** The overspending on this item is as a result of the payment of bursaries and transfers to MRTT, that were already effected during the 3rd quarter. The item will break-even at year-end.
What explanation is given on the overspending on compensation of employees and whether employees will get their salary the remaining period in the fourth quarter?	The compensation of employee's budget under this programme mainly relates to the payment of Exam Markers, which took place during the month of December and January and will therefore not have an impact on the salaries of other employees.

8. SCOPA Resolutions

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
5.1.1	Compliance with laws and regulations	(i) Address the persistent issues in financial administration, compliance with laws and regulations, and management of resources through the implementation of the Audit Action Plan. Furthermore, the Accounting Officer must ensure that the implementation of the Audit Action Plan is monitored on a regular basis.	Audit action plan is prepared, approved by the Accounting Officer and submitted to both Treasury and AGSA. Internal audit do the review of the action plan for quality assurance. Quarterly progress reports are prepared and submitted to Provincial Treasury.	Yes
		(ii) Address all findings of the Internal Audit and the Audit Committee. The Accounting Officer must ensure that the submission of the Annual Report to the Audit Committee is on time to enable both the Internal Audit and Audit Committee to do a comprehensive review.	The accounting officer will ensure that the Annual Report is submitted on time to the Audit committee	Yes

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
		(iii) Put measures in place to ensure that service providers are paid within 30 days of receipt of an invoice to avoid the payment of interest on overdue accounts.	All our service providers are paid within 30 days, except for infrastructure invoices. This delay occurs because invoices/claims must first be approved for payment by DPWRT, then submitted to Education. The Education Infrastructure team takes the claims on-site to validate the work done against the claims. All claims coming from DPWRT go through this process, which causes delays in processing invoices within 30 days. We are working with our implementing agents to address this matter and reduce the waiting time.	No

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
6	EMPHASIS OF MATTER			
6.1.1	Internal control deficiencies	The Accounting Officer must implement internal controls to avoid recurrence of material misstatements in the performance reports of the department.	The Accounting officer has ▪ Conducted risk assessments to identify potential risks that could impact financial reporting, operations, or compliance. Monitored the implementation of the risk register, prioritized risks, and developed risk mitigation strategies. Implemented controls to address identified risks. ▪ Regularly reviewed performance information in order to assess performance and develop strategies to ensure achievement of targets. Programme managers are held accountable on non-compliance to legal prescripts. Identified and addressed control deficiencies in order to remediate any control weaknesses or gaps. Feedback on performance information to programme managers to encourage accountability and strengthen internal controls. **Programme 2: Ordinary Public Schools** Funza Lushaka – The indicator was discontinued following a decision by the Council of Ministers. The decision affirms that graduates benefiting from Funza Lushaka should not be prioritized over other self-funded graduates. **Programme 5: Early Childhood Development** The duplicates in the ECD database were dealt with through the QR CODE SYSTEM (GOOGLE FORMS) The data is being transferred to SA-SAMS through EMIS and this process is underway. **Programme 6: Infrastructure Management** The indicator for ECDs was discontinued. The Department continually conducts review of reports against supported portfolio of evidence to strengthen non-occurrence of misstatements.	Yes

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
6.2	**IRREGULAR EXPENDITURE**			
6.2.1	Irregular expenditure	Ensure that every effort is employed to recover the irregular expenditure from the officials who permitted the irregular expenditure amounting to R222 768 000.00 for the 2022/23 financial year and R263 146 000.00 for the period under review (2023/24).	Once the investigations are finalized in terms of the Revised Irregular Expenditure Framework on Irregular Expenditure, disciplinary steps will be taken against implicated officials.	No
		The Accounting Officer must ensure that the official(s) liable for administrative errors that occurred during the procurement process of contracts, are held accountable for the incurred irregular expenditure; and for the contravention and non-compliance to Section 38(1)(c)(ii) and Section 51(1)(b)(ii) of the Public Finance Management Act (PFMA). Furthermore, the Accounting Officer must put much needed and effective measures in place to avoid any irregular expenditure henceforth.	There are no officials which have been identified to have contravened the Section 38(1)(c)(ii) and Section 51(1)(b)(ii) of the Public Finance Management Act (PFMA) as the investigation is still ongoing. Furthermore, the Accounting Officer will ensure that. End users are provided with copies of contracts and SLAs Obtain all quotations from the Central Supplier Database (CSD) and from at least 10 suppliers. Supply Chain Management (SCM) practitioners are solely responsible for preparing comparative schedules and safekeeping all procurement records, including lists of utilized suppliers. Avoid splitting procured items/projects. Demand Management Sections (Head Office and Districts) must develop plans that include all needs/requirements from end users for procurement below the R1,000,000 threshold. Conduct monthly reconciliation of commitments to ensure that payments are made against contract amounts.	No
		Adhere to the Revised Irregular Expenditure Framework and avoid the recurrence of irregular expenditure. This includes maintaining the Irregular Expenditure Checklist.	The department is maintaining the Irregular Expenditure register. **See attached Annexure F**	Yes

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
		Iv. Take disciplinary actions against official(s) who contravened section 51(1)(b)(ii) of the PFMA, and the implicated official(s) following the finalization of the investigations on the irregular expenditure.	Out of the 129 finalized cases only 51 have been finalized within 90 days and 78 cases were finalized outside the 90 days. A total of 93 cases remains pending at different stages of progress. One case of Irregular Expenditure investigated regarding Columbus Consulting and charges were approved to be served to implicated officials. The disciplinary hearings will proceed in due course. Two investigation reports received respectively with potential irregular or fruitless and wasteful expenditure cases regarding the payments to closed farm schools and the supply of food to Steve Tshwete boarding school. The Department is studying the reports in preparation for consequence management to be initiated.	No
		V. Monitor the Contingent Liabilities register and ensure that the amount of R162 153 000.00 is reduced where possible.	The amount of R162 million constitutes a reduced amount through the usage of comparable decided cases on Lexis Nexis Quantum guide and using previously decided cases within the Department. The Department is in a process of assessing merits of the cases appearing in the register for possible out of court settlements to reduce the liabilities.	No
		vi. Reduce the number of accruals incurred as it has a negative effect on the current year's budget.	The department will reduce accruals through ensuring that expenditure is aligned to cash flow projections. All commitments that are not aligned to projected cash flow will be rejected.	No
		Strengthen the monitoring of the payment register to ensure that service providers are paid within 30 days of receipt of an invoice	All our service providers are paid within 30 days, except for infrastructure invoices due to the fact that invoices/ claims are first approved for payment by PWRT, submitted to Education and the Education Infrastructure team take the same claims to go on site to validate the work done against claims. All claims coming from PWRT goes through this process, thus causing delays in the processing of invoices within 30 days. Working with our implementing agent, this matter is receiving attention to reduce waiting time.	No

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
6.3	**CONSEQUENCE MANAGEMENT**			
6.3.1	Consequence management	(i) On the lack of internal investigations, lack of accountability and consequence management in the department, the Accounting Officer must strengthen the implementation of consequence management in terms of Section 38 (1) (h) (iii) of the PFMA and provide evidence to the Committee in support of this.	The Department developed and adopted the Consequence Management Framework meant to be implemented by managers or supervisors. This framework is intended to improve the implementation of disciplinary steps against officials that contravened the PFMA on all UIFWE cases.	No
		(ii) Improve on the implementation of disciplinary steps against officials that contravene the PFMA and cause the department to incur irregular expenditure.	An investigator has been appointed to conduct the investigation, and once it is concluded, consequence management will be implemented. **See attached Annexure G**	No
		(iii) Finalize all cases under investigations during the current financial year and provide a progress report to the Committee in this regard.	All cases are dealt with as and when they are received with the intention to finalize each within the legislated timeframe. The cases investigated during the current financial year are at different stages of progress and the Department will do everything possible to have them finalized before the end of the financial year.	No
		(iv) Ensure proper and complete keeping of documents and ensure that documents requested for audit or by the Provincial Treasury are complete and free from misstatements.	The Department has improved on this area, all documents requested by AGSA in the 2024 audit were submitted in time. No misstatements were reported by AGSA in the last financial year	Yes

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
6.4	**STRATEGIC PLANNING AND PERFORMANCE MANAGEMENT**			
6.4.1	Planning and performance management	(i) Ensure that officials are trained on a regular basis to mitigate challenges related to the implementation of decisions.	The accounting officer will ensure that officials are assisted on a regular basis to mitigate challenges related to the implementation of decisions The accounting officer will also conduct quarterly reviews to monitor whether the outcomes of the training are yielding positive results.	Yes
		(ii) Procure the Information-Monitoring System as soon as the budget becomes available.	The Accounting officer will procure the Information-Monitoring System as soon as the budget becomes available. The department's finance is currently overstretched. Currently the department is utilizing the provincial data management system which include SA-SAMS and Lurits Administration.	No
6.5	**INTERNAL CONTROL DEFICIENCIES**			
6.5.1	Internal control deficiencies	(i) Strengthen internal controls of ensuring that documents requested for audit purpose are available when required and that they are free from misstatements.	The Accounting Officer will convene weekly ASC meetings to ensure that documents are corrected and free from misstatement before submission. To that effect the strategic planning unit and Financial Reporting Unit have been mandated to receive documents from Programme Managers and ensure that submission is made timeously.	Yes

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
		(ii) Develop and implement internal controls to guarantee that information to external stakeholders is useful, reliable, and free from material misstatements.	The Accounting officer will: Implement available policies and procedures that are clear and communicated to employees. In order to reduce the risk of errors, responsibilities among different officials are delegated and consequence management is implemented. Convene quarterly performance review of reported information against evidence provided in order to minimise misstatements and ensure accuracy and validity. Data integrity is done at all reporting levels to ensure reliability and accountability. Feedback to programme managers on evidence provided in order for them to implement strategies that will improve performance and implement preventive controls to help identify issues before they become a problem. Conduct ongoing monitoring of activities is done to ensure that the department has reliable, accurate and timeous information and is able to function efficiently and effectively	Yes
6.6	**MATERIAL IRREGULARITIES**			
6.6.1		(i) Implement internal controls to avoid recurrence of material irregularities in the performance reports of the department	Progress on Salary Overpayment MI Cases The Department has developed Automated termination system that will enable all schools and offices to capture suspension of salary and termination of services immediately a notice is received. The suspension of salary form Edu 5 and the service termination form EDU 6 have been programmed on the system to capture the cases & submit to the shared drive for the purpose of avoiding late terminations. A pilot was done at Head Office. Training in District Offices took place from 21 January 2025 until 31 January 2025.	No

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
		(ii) Develop and implement internal controls for approval and processing of payments, as required by Treasury Regulation 8.1.1. to address the overpayment of suppliers and Russia bursaries.	Russia Bursary programme The department pays the Russian universities directly upon receipt of invoices, hence there are no challenges as was previously the case. Overpayment of Suppliers Supply of food to boarding schools is transferred to DARDLEA as per EXCO resolution effective 1 April 2023.	Yes
		(iii) Instil a culture of accountability by ensuring that material irregularities are investigated, cases of fraud and maladministration must be reported to the relevant authorities and properly followed up. The Accounting Officer must ensure that disciplinary actions are taken against the officials who permitted the material irregularities.	Salary overpayment An investigator has been appointed, and an inception meeting was held on 5th February 2025. The department is currently in the process of finalizing the drafting of the Service Level Agreement (SLA). Once the SLA process, consultation, and management plan have been finalized, the department will provide a progress update. Overpayment of Suppliers One Senior Manager remains on suspension, and the disciplinary process is ongoing. Additionally, the Office of the Premier has appointed a new Chairperson to oversee the disciplinary proceedings. The upcoming hearings are scheduled for 22nd April 8th May, and 9th May 2025. Additionally, the Department has received a proclamation to investigate further on cases of fraud & maladministration. Russia bursary programme Application for a proclamation is at the advanced stage for the Russia Programme.	No
		(iv) Ensure that all outstanding material irregularities (MI's) are resolved, and losses are recovered where possible. A clear record of all the steps taken together with supporting documentation must be maintained to enable accountability.	The department is committed to resolving all outstanding material irregularities (MIs) and recovering losses where possible. Once the investigations are completed, the recommendations will be fully implemented, and a clear record of all steps taken, along with supporting documentation, will be maintained to ensure accountability.	

Resolution no.	Subject	Details	Response by the department	Resolved (Yes/No)
6.7	**OTHER REPORTS**			
6.7.1	Compliance	(i)The Accounting Officer must submit a report with all the findings of the investigations conducted by the Directorate for Priority Crime Investigation (DPCI) on schools' repairs and maintenance projects as well as the payments made to suppliers for boarding schools' feeding scheme. The report must detail the remedial actions implemented.	The DPCI does not provide reports to the department as they are independent investigators.	No
6.8	**PROGRESS TOWARDS A CLEAN AUDIT**			
6.8.1	Clean audit	(I) The Accounting Officer must address all the repetitive issues raised by the Internal Audit and the Auditor General and ensure that the department improves its Audit opinion by moving out of the Unqualified Audit outcome it has been attaining for the past financial years in succession, to a Clean Audit opinion going forward.	The Department has prepared an Audit action plan that is approved by the Accounting Officer and submitted to both Treasury and AGSA. Internal audit to do the review of the action plan for quality assurance. Quarterly progress reports are prepared and submitted to Provincial Treasury. The Department has a committee that monitor the progress made on the implementation of the Audit Action Plan. Attached Annexure I	No
		(ii) The Executive Authority must ensure that the Accounting Officer takes disciplinary actions against management and all officials who violated the implementation of the PFMA and other prescripts; as well as those who failed to implement the SCOPA resolutions. In the event where the Accounting Officer fails to implement the resolutions, the Executive Authority should refer the matter to the Premier for disciplinary actions against the Accounting Officer.	An investigator has been appointed to do the investigation and once it is concluded, consequence management will be implemented.	No

9. Prior Modifications to Audit Reports

The department did not have a qualification, disclaimer and an adverse opinion in the previous financial year.

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	N/A	N/A

10. Internal Control Unit

The Department has an Internal Audit Unit that has been established in terms of Section 38 (1) (a) (ii) of the PFMA. The primary objective of this Unit is to independently determine the efficacy of the Department's network of risk management, internal control and governance processes. The Unit functionally reports to the Audit Committee of the Department appointed by the MEC for Education. The Audit Committee performs its key role in the combined assurance framework through discussions of risk, internal control and governance issues brought to their attention by various providers such as Internal Audit, External Audit, Management, legal practitioners, etc. The Committee is chaired by an independent person. Further, the Audit Committee members have diverse experiences and qualifications in the fields of accounting, business administration, education management, governance and enterprise-wide risk management. Both the work of the Audit Committee and Internal Audit Unit are governed and guided by the relevant Charters (Audit Committee Charter and Internal Audit Charter).

11. Internal Audit and Audit Committees

The Internal Audit Unit operates in terms of the approved Internal Audit Charter and provides independent, objective assurance and consulting services designed to add value and improve the Department's operations. The unit's primary objectives are to assist management in evaluating the adequacy and effectiveness of internal controls, risk management, governance processes, and compliance with applicable laws and regulations.

The Internal Audit Unit is guided by a risk-based three-year rolling plan and an annual operational plan. Its activities are focused on improving financial accountability, enhancing operational efficiency, supporting clean audit objectives, and promoting ethical conduct across the Department.

Summary of Audit Work Done

During the 2024/25 financial year, the Internal Audit Unit undertook assurance and follow-up audits across financial reporting, compliance, and governance domains. Key areas covered include:

- Annual and interim financial statements
- Human resource management processes
- Consequence management
- Fruitless and wasteful expenditure
- Public examinations and learner performance improvement initiatives
- Transfers and subsidies, including to ECD and public schools
- Conditional grants such as the NSNP and MST
- Boarding school finance management
- Governance reviews and selected forensic audits

Several of these audits were completed within the reporting period, while others are in progress and scheduled for completion in the first quarter of the 2025/26 financial year. The work conducted supported oversight efforts and contributed to identifying control weaknesses and improving accountability.

Key Activities and Objectives of the Audit Committee

The Audit Committee is an independent statutory committee established in accordance with Section 38(1)(a)(ii) of the PFMA and Treasury Regulation 3.1. The Committee serves in an oversight capacity to ensure that the Department maintains effective, efficient, and transparent systems of financial and risk management and internal control.

The Committee's key responsibilities include:

- Reviewing the adequacy and effectiveness of internal controls and risk management systems
- Overseeing the quality and integrity of financial and performance reporting
- Evaluating the work of Internal Audit and monitoring the implementation of audit findings
- Reviewing the Auditor-General's reports and management responses
- Promoting accountability, ethical conduct, and good governance

The Committee discharged its functions through quarterly meetings and special engagements, including direct oversight on high-risk areas such as irregular expenditure, asset management, and audit action plan implementation.

Attendance of Audit Committee Meetings by Members

Name	Qualifications	Internal or external	If internal, position in the department	Date appointed	Date Resigned/ Ceased to be a member	No. of Meetings attended
Mr M Petje	BA Degree, Ed, Master of Philosophy, Senior Executive Programme, Inter-Governmental Fiscal Relations	External	N/A	1 Dec 2021	08 Nov	6
Mr CB Mnisi	Dip, Public Admin, BA, Dip. IA and B Tech in IA	External	N/A	1 Feb 2024	N/A	8
Ms AM Badimo	B Sc Computer Science, MBA, Master of Science, CISM, CGEIT, CISA, CRISC, COBIT, Certified ISO/IEC	External	N/A	1 Dec 2021	N/A	6
Mr AJ Oosthuizen	B. Com Accounting, B. Compt. Hons. Chartered Accountant, Post Graduate Diploma in Financial Planning	External	N/A	1 Feb 2024	N/A	8
Ms P Ntuli	B Com Accounting, B Compt Honours, Post Graduate Diploma in Forensic Audit	External	N/A	1 Feb 2024	N/A	8

The Audit Committee confirms that all meetings were duly convened and quorate, with attendance monitored in accordance with the approved Audit Committee Charter.

12. Audit Committee Report

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

Audit Committee Responsibility

The Audit Committee reports that it has complied with its responsibilities arising from Section 38(1)(a)(ii) of the Public Finance Management Act (PFMA) and Treasury Regulation 3.1.13. The Audit Committee has adopted formal terms of reference contained in its Audit Committee Charter and has regulated its affairs in compliance with the Charter. The Committee confirms that it has discharged its responsibilities as stipulated, except that it did not review changes in accounting policies and practices.

The Effectiveness of Internal Control

Based on the risk assessments conducted and internal audit work completed during the year under review, the Audit Committee noted several internal control weaknesses across financial, compliance, infrastructure, ICT, and governance functions.

The Internal Audit Unit conducted a range of audits and reviews aligned to the approved risk-based audit plan, including financial, compliance, and performance audits. The following areas were covered:

- Review of the Department's Annual Financial Statements for 2023/24 and the interim financial statements
- Audit of Human Resource Management (HRM) processes
- Audit of consequence management processes
- Audit of fruitless and wasteful expenditure
- Follow-up audit on the Learner Performance Improvement Plan (LPIP)
- Follow-up audit on the management of public examinations
- Audit of boarding school finance management
- Audit of transfers and subsidies, including headcounts of children in ECD centres, learner headcounts from Grade R–12, and transfer payments to public, special, and ECD schools
- Audit of conditional grants, including the National School Nutrition Programme (NSNP) and Maths, Science and Technology (MST) Grant

This internal audit coverage contributed to the Department's oversight environment by identifying control gaps and areas for improvement. In-progress engagements will be finalised in the first quarter of the 2025/26 financial year, with follow-up mechanisms in place to ensure that recommendations are implemented.

Key areas of concern included:

While progress has been made in enhancing certain internal controls and governance processes, the Audit Committee remains concerned about the following systemic and recurring issues identified through internal audit engagements and oversight activities:

- Consequence Management
  The implementation of consequence management remains weak. Despite recurring audit findings and completed investigations, disciplinary actions and accountability measures are not consistently enforced, undermining deterrence and organisational discipline.

- Unresolved Irregular, Fruitless and Wasteful Expenditure:
  Cases of irregular, fruitless and wasteful expenditure remain unresolved for prolonged periods. Follow-up audits revealed insufficient recovery processes, delayed investigations, and incomplete documentation to support accountability.
- Governance of Transfers and Subsidies:
  While headcounts and transfer payment verifications were conducted, risks persist regarding the adequacy of controls over funding transfers to ECD centres and boarding schools, including evidence of incomplete reporting and control breakdowns.
- Compliance with POPIA and Lifestyle Audit Delays:
  The Department has yet to finalise and operationalise a comprehensive POPIA compliance framework. Lifestyle audits, which are essential for detecting possible misconduct or undeclared interests, remain significantly delayed.
- Lease Commitments and Financial Disclosure:
  Ongoing disputes with the external auditors on the treatment of lease commitments—particularly relating to farm school arrangements—continue to affect the credibility of financial reporting.
- Internal Audit Capacity Constraints:
  The Internal Audit Unit operated under severe resource constraints during the year. While coverage of key risk areas was achieved, limited capacity affected audit execution timelines and the ability to follow up on prior year issues effectively.
- Program 4 Underperformance:
  Persistent issues in infrastructure delivery and contract oversight under Programme 4 were highlighted in both internal and external audit reports, with limited evidence of sustained remedial action or accountability enforcement.
- Procurement and Asset Management Weaknesses:
  Internal audits and forensic reviews pointed to gaps in procurement compliance, particularly in the acquisition of ICT assets and contract management. Concerns remain around the retrieval and tracking of distributed tablets and related infrastructure.

The Audit Committee recommends that the Department prioritise these areas in its risk mitigation strategies and audit action plan implementation to ensure sustainable improvement and accountability.

In-Year Management and Monthly/Quarterly Reporting

The Department complied with PFMA reporting requirements and submitted monthly and quarterly reports to the Provincial Treasury. However, timeliness, consistency, and completeness of some reports remain an issue. The Committee continues to monitor these improvements.

Evaluation of Financial Statements

The Audit Committee has reviewed the Annual Financial Statements prepared by the Department and noted progress in internal control maturity. However, documentation and disclosure practices must be improved, especially in lease commitments and compliance with the Modified Cash Standard.

Auditor-General's Report

The Audit Committee reviewed the Department's implementation plan addressing the prior year's audit findings. While improvements are noted, the following issues remain unresolved:

- Lease commitments (farm schools)
- Salary overpayments
- Lifestyle audit delays and POPIA non-alignment
- Four unresolved Material Irregularities (bursaries, nutrition overpayments, salaries, farm schools)

The Committee concurs with the Auditor-General's conclusions and recommends the audited Annual Financial Statements be accepted and read with the AG's report.

Conclusion

The Committee acknowledges improvements made in governance and control, but critical risks persist, particularly in infrastructure, compliance, consequence management, and internal audit capacity. These require urgent attention. The Committee remains committed to strengthening oversight and ensuring all audit and performance matters are addressed proactively.

Ms. CB Mnisi

Chairperson of the Audit Committee

Mpumalanga Department of Education

Date: 30 March 2025

13. B-BBEE Compliance Performance Information

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

Has the Department / Public Entity applied any relevant Code of Good Practice (B-BBEE Certificate Levels 1 – 8) with regards to the following:		
Criteria	**Response Yes / No**	**Discussion (include a discussion on your response and indicate what measures have been taken to comply)**
Determining qualification criteria for the issuing of licences, concessions or other authorisations in respect of economic activity in terms of any law?	No	N/A
Developing and implementing a preferential procurement policy?	Yes	The Department has developed and implemented an internal Procurement Policy as a guideline when implementing SCM processes
Determining qualification criteria for the sale of state-owned enterprises?	No	N/A
Developing criteria for entering into partnerships with the private sector?	No	N/A
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	No	N/A

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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

The department has been able to priorities human resources for the year under review by the reprioritisation of posts in terms of priorities of the Department and ensured adequate human resources for the attainment of outcomes. The Department pursues the resolution of this problem continuously through, inter alia, the policy of succession planning. Capable female staff from the MMS echelon are given every opportunity to equip themselves with the skills and competencies required for SMS positions. The Department arranges courses to create proficiency in various identified areas.

3. Human Resources Oversight Statistics

Implementation of an effective Leave Management Strategy.

The efficient, effective and proper management of Leave in the Department is key yet has been a challenge for some time especially in as far as timeous capturing and processing of leave applications on the e-leave system. The proper management of leave is always identified as a key priority in the Department to ensure that overall proper leave management as stipulated in the Determination and Directive on Leave of Absence in the Public Service as well as the Personnel Administration Measures (PAM) applicable to educators in schools / institutions is 100% achieved.

To achieve this desired outcome, the following was done during the 2024/25 financial year.

Conduct Leave and PILIR awareness campaigns and monitoring in all District and Circuit offices in the Department. The focus was on District and Circuit offices as the centres of the main administration of most types of leave taken by most educators in schools.

District offices are also encouraged to conduct such awareness with principals of schools. However, due to the capacity challenges to conduct this awareness at individual schools, the district offices were / are advised to do that at principal's meetings organised by the respective Circuit managers. For the 2024/25 financial year, 7 awareness campaigns were conducted to newly appointed staff i.e. School Principals, Circuit Managers, Administration staff.

Circuit offices /managers and principals of schools were advised to desist from delay /non processing /delay of leave applications on the e- leave system for a long time.

Achievements

During the 2024/25 financial year a total of 54 awareness campaigns and monitoring on leave and PILIR were conducted in all four District offices and some Circuit offices as indicated on the POE's for the campaigns.

During the campaigns officials at both District and Circuit offices were sensitised about the timeous submission of leave forms to their respective HR Offices, the quality assurance of the completion of leave forms including the proper and effective management of incorrect returned leave forms for corrections.

The Determination and Directive on the Leave of Absence in the Public Service and the awareness campaigns documents were distributed to all visited Circuit offices that did not have such for reference purposes.

The number of submitted leave forms to all HR offices continued to improve tremendously due to those campaigns conducted. Errors in the completion and submission of leave forms also came down.

Future Actions

These awareness campaigns and monitoring on leave management should be a thing of the future activities to maintain compliance with the Leave policy and fully aligned with the E-Leave Management System (E-Leave)

Circuit managers and principals of schools continuously change due to retirement, demises and resignations etc. However, the proper management of leave should continue hence the awareness campaigns and monitoring on leave and PILIR must be on a continuous basis to capacitate newly appointed Circuit managers, officials and principals of schools.

Employee Performance management

Achievements 2024/25

During the 2024/25 PMDS cycle the Department registered about 75% compliance rate in the contracting and submission of performance agreements (PAS) by both public service staff (PSS) and Office Based Educator. All submitted Performance Agreements and Mid-Terms reports were captured on the Persal system:

The Department was able to pay all the qualifying officials and Office based Educators pay progression on time.

Challenges

Non-compliance with the PMD Policy by some managers and their subordinates

Employees not adhering to prescribed submission due dates

Future actions

The Department will continue to ensure improvement on compliance and accountability by having information sharing sessions and conducting PMDS workshops as well as instituting consequence management for non-compliance with the PMD Policy

Continuous issuing of reminder Circulars for the submission of Performance Agreements and Mid- Term documents.

3.1. Personnel related expenditure

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

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

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

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Administration	1 620 887	1 187 727	0	0	73%	564
Public Ordinary Schools	21 414 901	18 464 132	23 710	0	86%	511
Independent School Subsidies	24 228	0	0	0	0%	0
Public Special Schools	503 016	411 116	0	0	82%	415
Early Childhood Development	1 029 813	706 730	0	0	69%	4334
Infrastructure	1 432 541	33 215	0	0	2%	692
Examination and Education Related Services	479 389	205 525	0	0	43%	180
Total	**26 504 775**	**21 008 445**	**0**	**0**	**79%**	**492**

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

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Lower skilled (Levels 1-2)	548 252	3%	2 427	212
Skilled (level 3-5)	1 108 890	5%	3 326	306
Highly skilled production (levels 6-8)	14 081 636	67%	28 237	381
Highly skilled supervision (levels 9-12)	5 222 212	25%	6 828	642
Senior and Top management (levels 13-16)	47 438	0%	31	920
Total	**21 008 445**	**100%**	**40 849**	**492**

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

Programme	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	956 751	73.60	16 492	1.30	36 906	2.80	76 254	5.9%
Public Ordinary School Education	15 085 372	80.30	314	0.00	686 076	3.70	1 107 219	5.9%
Public Special School Education	322 780	77.50	0.00	0.00	17 724	4.30	32 827	7.9%
Early Childhood Development	573 237	80.90	0.00	0.00	30 700	4.30	38 725	5.5%
Infrastructure	27 609	74.10	1.10	0.30	694	1.90	1 507	4%
Examination and Education Related Services	15 180	96.10	17.00	0.10	85.00	0.50	191	1.2%
Total	**16 980 929**	**79.90**	**17 382**	**0.10**	**772 184**	**3.60**	**1 256 795**	**5.9%**

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

Salary band	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Skilled (level 1-2)	383 851	70.00	275.00	0.10	47 611	8.70	67 122	12.20
Skilled (level 3-5)	810 504	72.80	5 508	0.50	65 651	5.90	124 253	11.20
Highly skilled production (levels 6-8)	11 424 101	80.70	6 852	0.00	521 494	3.70	814 438	5.70
Highly skilled supervision (levels 9-12)	4 231 991	80.00	4 651	0.10	136 647	2.60	250 000	4.70
Senior management (level 13-16)	40 482	79.40	0.00	0.00	669	1.30	338.00	0.70
Total	**16 890 929**	**84.60**	**19 782**	**0.10**	**772 072**	**3.90**	**1 256 651**	**6.30**

3.2. Employment and Vacancies

The tables in this section summarise the position regarding employment and vacancies.

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

This information is presented in terms of three key variables:

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

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

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

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administration, Permanent	2 712	2 051	24,40	4
Early Childhood Development, Permanent	1 737	1 693	2,50	4
Examination And Education Related Services, Permanent	4	4	0	0
Infrastructure Development, Permanent	60	46	23,30	0
Public Ordinary School Educ, Permanent	39 074	36 263	7,20	772
Public Ordinary School Educ, Temporary	14	14	0	0
Public Special School Educ, Permanent	1 130	975	13,70	2
TOTAL	**44 731**	**41 046**	**8,20**	**782**

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

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
01 Lower Skilled (Levels 1-2), Permanent	2 735	2 427	11,30	11
02 Skilled (Levels 3-5), Permanent	3 660	3 326	9,10	10
03 Highly Skilled Production (Levels 6-8), Permanent	30 466	28 223	7,40	702
04 Highly Skilled Supervision (Levels 9-12), Permanent	7 617	6 828	10,40	24
05 Senior Management (Levels >= 13), Permanent	42	31	26,20	0
09 Other, Permanent	67	67	0	25
09 Other, Temporary	14	14	0	0
10 Contract (Levels 1-2), Permanent	98	98	0	0
11 Contract (Levels 3-5), Permanent	22	22	0	10
13 Contract (Levels 9-12), Permanent	8	8	0	0
14 Contract (Levels >= 13), Permanent	2	2	0	0
TOTAL	**44 731**	**41 046**	**8,20**	**782**

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

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administration Clerks, Permanent	2 665	2 491	6,50	14
Administration Officer, Permanent	20	6	70	0
Administrative And Governance Policy Manager, Permanent	6	4	33,30	0
Architect, Permanent	3	1	66,70	0
Auxiliary Child And Youth Care Worker, Permanent	20	19	5	0
Chief Financial Officer, Permanent	1	1	0	0
Child Care Worker, Permanent	11	11	0	0
Civil Engineer, Permanent	4	1	75	0
Clerical Suppleme.Workers Not Elsewhere Classified, Permanent	1	1	0	0
Clinical Nurse Practitioner, Permanent	21	15	28,60	0
Communication And Marketing Manager, Permanent	1	1	0	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Communication Coordinator, Permanent	4	4	0	0
Community Development Practitioner, Permanent	20	16	20	0
Construction Project Manager, Permanent	1	0	100	0
Elementary Workers Not Elsewhere Classified, Permanent	2 693	2 452	8,90	13
Employee Wellness Practitioner, Permanent	2	0	100	0
Ethics Officer, Permanent	1	1	0	0
Facilities Manager, Permanent	2	2	0	0
Filing And Registry Clerk, Permanent	63	39	38,10	0
Finance Clerk, Permanent	120	79	34,20	0
Finance Manager, Permanent	3	2	33,30	0
Financial Accountant, Permanent	73	48	34,20	0
Garden Worker, Permanent	153	123	19,60	0
Head Of Provincial Department, Permanent	1	1	0	0
Hearing Aid Acoustician, Permanent	10	10	0	0
Human Resource Clerk, Permanent	186	133	28,50	0
Human Resource Manager, Permanent	8	4	50	0
Human Resource Practitioner, Permanent	41	31	24,40	0
ICT Systems Analyst, Permanent	29	20	31	0
Industrial/ Labour Relations Officer, Permanent	12	9	25	0
Information Technology & Systems Manager, Permanent	1	1	0	0
Internal Audit Manager, Permanent	1	1	0	0
Internal Auditor, Permanent	9	6	33,30	0
Kitchen Hand, Permanent	149	128	14,10	0
Laundry Worker (General), Permanent	121	109	9,90	0
Legal Related Manager, Permanent	1	1	0	0
Light Vehicle Driver, Permanent	89	56	37,10	0
Managers Not Elsewhere Classified, Permanent	17	14	17,60	0
Midd.Manager:Household/Food &Laundry Services Rel., Permanent	21	14	33,30	0
Midd.Manager:Human Resource & Organisa. Devel.Rela, Permanent	80	53	33,80	0
Middle Manager: Engineering Sciences Related, Permanent	8	6	25	0
Middle Manager: Finance And Economics Related, Permanent	31	27	12,90	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Middle Manager: Information Technology Related, Permanent	2	1	50	0
Middle Manager: Internal Audit Related, Permanent	2	2	0	0
Middle Manager: Legal Related, Permanent	4	3	25	0
Middle Manager: Social Science Related, Permanent	6	5	16,70	0
Middle Manager:Communication & Information Related, Permanent	13	11	15,40	0
Occupational/ Job Analyst, Permanent	4	1	75	0
Office Cleaner, Permanent	189	161	14,80	0
Other Middle Manager, Permanent	48	27	43,80	0
Other Occupations, Permanent	37 132	34 390	7,40	752
Other Occupations, Temporary	14	14	0	0
Personal Assistant, Permanent	3	2	33,30	0
Policy And Planning Managers, Permanent	1	0	100	0
Professionals Not Elsewhere Classified, Permanent	67	58	13,40	0
Quantity Surveyor, Permanent	4	3	25	0
Receptionist (General), Permanent	5	4	20	0
Risk Officer, Permanent	1	0	100	0
Secretary (General), Permanent	35	25	28,60	0
Social Worker, Permanent	24	22	8,30	0
Strategy/Monitoring &Evaluation Manager, Permanent	1	1	0	0
Supply Chain Clerk, Permanent	187	144	23	0
Supply Chain Practitioner, Permanent	79	46	41,80	0
Tanker Driver, Permanent	10	7	30	0
Teachers Aide, Permanent	178	164	7,90	3
Training And Development Professional, Permanent	17	12	29,40	0
Web Developer, Permanent	2	2	0	0
TOTAL	**44 731**	**41 046**	**8,20**	**782**

Notes

- The CORE classification, as prescribed by the DPSA, should be used for completion of this table.
- Critical occupations are defined as occupations or sub-categories within an occupation –

a. in which there is a scarcity of qualified and experienced persons currently or anticipated in the future, either because such skilled persons are not available or they are available but do not meet the applicable employment criteria;
b. for which persons require advanced knowledge in a specified subject area or science or learning field and such knowledge is acquired by a prolonged course or study and/or specialised instruction;
c. where the inherent nature of the occupation requires consistent exercise of discretion and is predominantly intellectual in nature; and
d. in respect of which a department experiences a high degree of difficulty to recruit or retain the services of employees.

3.3. Filling of SMS Posts

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

Table 3.3.1 SMS post information as on 31 March 2025

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Salary Level 16 (HOD)	1	1	100%	0	0
Salary Level 15	3	1	33%	2	66%
Salary Level 14	10	8	80%	2	20%
Salary Level 13	33	26	79%	7	21%
Total	**47**	**36**	**77%**	**11**	**23%**
SL13 Additional to post structure	**1**	**1**	**100%**	**0**	**0**

Table 3.3.2 SMS post information as on 30 September 2025

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Salary Level 16 (HOD)	1	1	100%	0	0
Salary Level 15	3	2	66%	1	33%
Salary Level 14	10	4	40%	6	60%
Salary Level 13	33	26	79%	7	21%
Total	**47**	**33**	**70%**	**14**	**30%**

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

SMS Level	Advertising	Filling of Posts	
	Number of vacancies per level advertised in 6 months of becoming vacant	Number of vacancies per level filled in 6 months of becoming vacant	Number of vacancies per level not filled in 6 months but filled in 12 months
Director-General/ Head of Department	0	0	0
Salary Level 16	0	0	0
Salary Level 15	0	0	0
Salary Level 14	0	0	0
Salary Level 13	0	0	0
Total	**0**	**0**	**0**

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

Reasons for vacancies not advertised within six months
Vacancies were not funded

Reasons for vacancies not filled within twelve months
Approval for the appointment of senior management posts is done by the Executive Council in the province

Notes

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

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

Reasons for vacancies not advertised within six months
Approval for the appointment of senior management posts is done by the Executive Council in the province

Reasons for vacancies not filled within six months
Approval for the appointment of senior management posts is done by the Executive Council in the province

Notes

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

3.4. Job Evaluation

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

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

Salary band	Number of posts on approved establishment	Number of Jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Lower Skilled (Levels1-2)	471	0	0	0	0	0	0
Skilled (Levels 3-5)	1434	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	787	0	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	257	0	0	0	0	0	0
Senior Management Service Band A	33	0	0	0	0	0	0
Senior Management Service Band B	10	0	0	0	0	0	0
Senior Management Service Band C	3	0	0	0	0	0	0
Senior Management Service Band D	2	0	0	0	0	0	0
Total	**2997**	**0**	**0**	**0**	**0**	**0**	**0**

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

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

Gender	African	Asian	Coloured	White	Total
Female	6	0	0	0	6
Male	4	1	0	0	5
Total	**10**	**1**	**0**	**0**	**11**

Employees with a disability	0,13

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

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

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
N/A				
Total number of employees whose salaries exceeded the level determined by job evaluation				**0**
Percentage of total employed				**0**

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

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

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

Employees with a disability	0	0	0	0	0

Notes

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

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

3.5. Employment Changes

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

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

Salary band	Number of employees at beginning of period-1 April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
01 Lower Skilled (Levels 1-2) Permanent	2 478	110	94	3,80
02 Skilled (Levels 3-5) Permanent	3 258	124	90	2,80
03 Highly Skilled Production (Levels 6-8) Permanent	27 958	3 294	2 241	8
04 Highly Skilled Supervision (Levels 9-12) Permanent	6 724	15	733	10,90
05 Senior Management Service Band a Permanent	25	0	3	12
06 Senior Management Service Band B Permanent	4	0	0	0
07 Senior Management Service Band C Permanent	2	0	1	50
08 Senior Management Service Band D Permanent	1	1	1	100
09 Other Permanent	4	0	0	0
09 Other Temporary	10	19	16	160
10 Contract (Levels 1-2) Permanent	101	3	5	5
11 Contract (Levels 3-5) Permanent	28	8	14	50
13 Contract (Levels 9-12) Permanent	10	3	4	40
14 Contract Band a Permanent	1	1	1	100
16 Contract Band C Permanent	0	1	0	0
17 Contract Band D Permanent	1	0	0	0
TOTAL	**40 605**	**3 579**	**3 203**	**7,90**

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

Critical occupation	Number of employees at beginning of period-April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Administration Clerks Permanent	2 456	110	69	2,80
Administration Officer Permanent	5	1	1	20
Administrative And Governance Policy Manager Permanent	4	0	0	0
Architect Permanent	0	1	0	0
Auxiliary Child and Youth Care Worker Permanent	19	0	0	0
Chief Financial Officer Permanent	1	0	0	0
Child Care Worker Permanent	12	0	1	8,30
Civil Engineer Permanent	1	0	0	0
Cleaners In Offices Workshops Hospitals Etc. Permanent	1	0	0	0
Clerical Suppleme.Workers Not Elsewhere Classified Permanent	1	0	0	0
Clinical Nurse Practitioner Permanent	16	0	0	0
Communication And Marketing Manager Permanent	1	0	0	0
Communication Coordinator Permanent	4	0	0	0
Community Development Practitioner Permanent	15	0	1	6,70
Construction Project Manager Permanent	1	0	0	0
Elementary Workers Not Elsewhere Classified Permanent	2 479	110	133	5,40
Employee Wellness Practitioner Permanent	2	0	0	0
Ethics Officer Permanent	1	0	0	0
Facilities Manager Permanent	1	0	0	0
Filing And Registry Clerk Permanent	41	3	3	7,30
Finance Clerk Permanent	82	1	2	2,40
Finance Manager Permanent	3	0	0	0
Financial Accountant Permanent	51	0	2	3,90
Garden Worker Permanent	127	0	2	1,60
Head Of Provincial Department Permanent	1	0	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
Head Of Provincial Government Component Permanent	1	0	0	0
Human Resource Clerk Permanent	130	4	3	2,30
Human Resource Manager Permanent	6	0	2	33,30
Human Resource Practitioner Permanent	33	0	1	3
ICT Systems Analyst Permanent	22	3	1	4,50
Industrial/ Labour Relations Officer Permanent	9	1	0	0
Information Technology & Systems Manager Permanent	1	0	0	0
Internal Audit Manager Permanent	1	0	0	0
Internal Auditor Permanent	7	0	1	14,30
Kitchen Hand Permanent	132	1	5	3,80
Laundry Worker (General) Permanent	108	1	0	0
Legal Related Manager Permanent	1	0	0	0
Light Vehicle Driver Permanent	55	5	2	3,60
Managers Not Elsewhere Classified Permanent	10	3	4	40
Midd. Manager: Household/Food &Laundry Services Rel. Permanent	13	0	0	0
Midd. Manager: Human Resource & Organisa. Devel. Rela Permanent	56	0	4	7,10
Middle Manager: Engineering Sciences Related Permanent	7	0	1	14,30
Middle Manager: Finance And Economics Related Permanent	24	0	0	0
Middle Manager: Information Technology Related Permanent	1	0	0	0
Middle Manager: Internal Audit Related Permanent	2	0	0	0
Middle Manager: Legal Related Permanent	3	0	0	0
Middle Manager: Social Science Related Permanent	5	0	0	0
Middle Manager: Communication & Information Related Permanent	11	1	1	9,10
Occupational Therapist Permanent	0	8	3	0
Occupational/ Job Analyst Permanent	1	0	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
Office Cleaner Permanent	163	3	3	1,80
Other Administrat & Related Clerks and Organisers Permanent	1	0	0	0
Other Middle Manager Permanent	27	2	2	7,40
Other Occupations Permanent	33 930	3 294	2 866	8,40
Other Occupations Temporary	10	19	16	160
Personal Assistant Permanent	2	0	0	0
Professionals Not Elsewhere Classified Permanent	68	0	3	4,40
Professionals Not Elsewhere Classified. Permanent	3	0	59	1 966,70
Quantity Surveyor Permanent	3	1	0	0
Receptionist (General) Permanent	4	1	1	25
Risk Officer Permanent	1	0	1	100
Secretary (General) Permanent	25	3	0	0
Social Worker Permanent	23	0	1	4,30
Strategy/Monitoring &Evaluation Manager Permanent	1	0	0	0
Supply Chain Clerk Permanent	149	1	2	1,30
Supply Chain Manager Permanent	1	0	0	0
Supply Chain Practitioner Permanent	48	0	4	8,30
Tanker Driver Permanent	6	0	0	0
Teacher's Aide Permanent	162	2	3	1,90
Training And Development Professional Permanent	12	0	0	0
Web Developer Permanent	2	0	0	0
Total	**40 605**	**3 579**	**3 203**	**7,90**

Notes

The CORE classification, as prescribed by the DPSA, should be used for completion of this table.

Critical occupations are defined as occupations or sub-categories within an occupation –

a. in which there is a scarcity of qualified and experienced persons currently or anticipated in the future, either because such skilled persons are not available or they are available but do not meet the applicable employment criteria.

b. for which persons require advanced knowledge in a specified subject area or science or learning field and such knowledge is acquired by a prolonged course or study and/or specialised instruction.
c. where the inherent nature of the occupation requires consistent exercise of discretion and is predominantly intellectual in nature; and
d. in respect of which a department experiences a high degree of difficulty to recruit or retain the services of employees.

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

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

Termination Type	Number	% of Total Resignations
Death	186	5.80
Resignation	283	0.70
Expiry of contract	1493	46.60
Dismissal – operational changes	0	0
Dismissal – misconduct	22	0.70
Dismissal – inefficiency	0	0
Discharged due to ill-health	43	1.30
Retirement	1167.00	36.40
Transfer to other Public Service Departments		
Other	09	0.30
Total		
Total number of employees who left as a % of total employment		

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

Occupation	Employees 1 April 2024	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Administration Clerks	2 456	0	0	1 800	73,30
Administration Officer	5	0	0	2	40
Administrative And Governance Policy Manager	4	0	0	2	50
Auxiliary Child and Youth Care Worker	19	0	0	4	21,10

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
Chief Financial Officer	1	0	0	0	0
Child Care Worker	12	0	0	5	41,70
Civil Engineer	1	0	0	0	0
Cleaners In Offices Workshops Hospitals Etc.	1	0	0	0	0
Clerical Suppleme.Workers Not Elsewhere Classified	1	0	0	0	0
Clinical Nurse Practitioner	16	0	0	7	43,80
Communication And Marketing Manager	1	0	0	1	100
Communication Coordinator	4	0	0	2	50
Community Development Practitioner	15	0	0	1	6,70
Construction Project Manager	1	0	0	0	0
Elementary Workers Not Elsewhere Classified	2 479	0	0	1 785	72
Employee Wellness Practitioner	2	0	0	0	0
Ethics Officer	1	0	0	0	0
Facilities Manager	1	1	100	0	0
Filing And Registry Clerk	41	0	0	32	78
Finance Clerk	82	0	0	61	74,40
Finance Manager	3	0	0	0	0
Financial Accountant	51	0	0	9	17,60
Garden Worker	127	0	0	113	89
Head Of Provincial Department	1	0	0	0	0
Head Of Provincial Government Component	1	0	0	0	0
Hearing Aid Acoustician	0	0	0	1	0
Human Resource Clerk	130	1	0,80	81	62,30
Human Resource Manager	6	0	0	1	16,70
Human Resource Practitioner	33	0	0	5	15,20

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
ICT Systems Analyst	22	0	0	8	36,40
Industrial/ Labour Relations Officer	9	0	0	2	22,20
Information Technology & Systems Manager	1	0	0	1	100
Internal Audit Manager	1	0	0	0	0
Internal Auditor	7	0	0	2	28,60
Kitchen Hand	132	0	0	119	90,20
Laundry Worker (General)	108	0	0	103	95,40
Legal Related Manager	1	0	0	0	0
Light Vehicle Driver	55	0	0	46	83,60
Managers Not Elsewhere Classified	10	2	20	2	20
Midd. Manager: Household/Food &Laundry Services Rel.	13	0	0	13	100
Midd.Manager:Human Resource & Organisa.Devel.Rela	56	3	5,40	13	23,20
Middle Manager: Engineering Sciences Related	7	0	0	2	28,60
Middle Manager: Finance And Economics Related	24	0	0	6	25
Middle Manager: Information Technology Related	1	0	0	1	100
Middle Manager: Internal Audit Related	2	0	0	0	0
Middle Manager: Legal Related	3	0	0	1	33,30
Middle Manager: Social Science Related	5	0	0	2	40
Middle Manager:Communication & Information Related	11	0	0	3	27,30
Occupational/ Job Analyst	1	0	0	0	0
Office Cleaner	163	0	0	128	78,50
Other Administrat & Related Clerks And Organisers	1	0	0	0	0
Other Middle Manager	27	1	3,70	6	22,20

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
Other Occupations	33 940	783	2,30	28 810	84,90
Personal Assistant	2	0	0	0	0
Professionals Not Elsewhere Classified	68	0	0	37	54,40
Professionals Not Elsewhere Classified.	3	0	0	0	0
Quantity Surveyor	3	0	0	1	33,30
Receptionist (General)	4	0	0	3	75
Risk Officer	1	0	0	0	0
Secretary (General)	25	0	0	9	36
Social Worker	23	0	0	10	43,50
Strategy/Monitoring &Evaluation Manager	1	0	0	1	100
Supply Chain Clerk	149	1	0,70	104	69,80
Supply Chain Manager	1	0	0	0	0
Supply Chain Practitioner	48	0	0	18	37,50
Tanker Driver	6	0	0	5	83,30
Teachers Aide	162	0	0	130	80,20
Training And Development Professional	12	0	0	3	25
Web Developer	2	0	0	1	50
Total	**40 605**	**792**	**2**	**33 502**	**82,50**

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

Salary Band	Employees 1 April 2024	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
01 Lower Skilled (Levels 1-2), Permanent	2 478	0	0	1 882	75,90
02 Skilled (Levels 3-5), Permanent	3 258	1	0	2 558	78,50
03 Highly Skilled Production (Levels 6-8), Permanent	27 958	404	1,40	22 610	80,90
04 Highly Skilled Supervision (Levels 9-12), Permanent	6 724	384	5,70	6 443	95,80
05 Senior Management (Levels >= 13), Permanent	32	3	9,40	8	25
09 Other, Permanent	4	0	0	0	0
09 Other, Temporary	10	0	0	0	0
10 Contract (Levels 1-2), Permanent	101	0	0	0	0
11 Contract (Levels 3-5), Permanent	28	0	0	1	3,60
13 Contract (Levels 9-12), Permanent	10	0	0	0	0
14 Contract (Levels >= 13), Permanent	2	0	0	0	0
TOTAL	**40 605**	**792**	**2**	**33 502**	**82,50**

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	
Managers	94	0	1	6	74	1	2	4	182
Professionals	10 549	13	55	505	21 372	63	116	1 990	34 663
Technicians & Associate Technical Occupations	27	0	0	0	23	1	0	2	53
Protect Rescue Social Health Science Support Pers	49	0	0	0	145	0	0	1	195
Clerical Support Workers	842	0	0	4	1 954	6	3	107	2 916
Plant & Machine Operators & Assemblers	58	0	0	0	5	1	0	0	64
Elementary	1 455	1	0	6	1 503	2	0	6	2 973
Total	**13 074**	**14**	**56**	**521**	**25 076**	**74**	**121**	**2 110**	**41 046**
Employees with disabilities	**32**	**0**	**0**	**2**	**25**	**0**	**0**	**1**	**60**

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

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management, Permanent	1	0	0	0	2	0	0	0	3
Senior Management, Permanent	19	0	0	0	8	0	1	0	28
Professionally qualified and experienced specialists and mid-management, Permanent	2 778	7	13	218	3 427	19	25	341	6 828
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	7 921	6	43	293	18 155	47	93	1 665	28 223
Semi-skilled and discretionary decision making, Permanent	1 115	0	0	5	2 102	7	2	95	3 326

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Unskilled and defined decision making, Permanent	1 173	1	0	4	1 246	1	0	2	2 427
Other, Permanent	23	0	0	1	38	0	0	5	67
Other, Temporary	0	0	0	0	14	0	0	0	14
Contract (Top Management), Permanent	0	0	0	0	1	0	0	0	1
Contract (Senior Management), Permanent	0	0	0	0	1	0	0	0	1
Contract (Professionally Qualified), Permanent	3	0	0	0	5	0	0	0	8
Contract (Semi-Skilled), Permanent	6	0	0	0	14	0	0	2	22
Contract (Unskilled), Permanent	35	0	0	0	63	0	0	0	98
TOTAL	**13 074**	**14**	**56**	**521**	**25 076**	**74**	**121**	**2 110**	**41 046**

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

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management, Permanent	0	0	0	0	1	0	0	0	1
Professionally qualified and experienced specialists and mid-management, Permanent	6	0	0	2	4	0	1	2	15
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	855	1	0	35	2 210	10	5	178	3 294
Semi-skilled and discretionary decision making, Permanent	29	0	0	0	81	0	0	14	124
Unskilled and defined decision making, Permanent	66	0	0	0	44	0	0	0	110
Other, Temporary	1	0	0	0	17	0	0	1	19
Contract (Top Management), Permanent	1	0	0	0	0	0	0	0	1
Contract (Senior Management), Permanent	0	0	0	0	1	0	0	0	1

Contract (Professionally qualified), Permanent	2	0	0	0	1	0	0	0	3
Contract (Semi-skilled), Permanent	2	0	0	0	6	0	0	0	8
Contract (Unskilled), Permanent	3	0	0	0	0	0	0	0	3
TOTAL	**965**	**1**	**0**	**37**	**2 365**	**10**	**6**	**195**	**3 579**
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	
Senior Management, Permanent	8	0	0	0	3	0	0	0	11
Professionally qualified and experienced specialists and mid-management, Permanent	2 738	9	10	204	3 475	19	24	348	6 827
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	6 550	4	42	204	14 850	34	83	1 247	23 014
Semi-skilled and discretionary decision making, Permanent	827	0	0	3	1 663	5	2	59	2 559
Unskilled and defined decision making, Permanent	866	1	0	2	1 010	1	0	2	1 882
Contract (Semi-skilled), Permanent	0	0	0	0	1	0	0	0	1
TOTAL	**10 989**	**14**	**52**	**413**	**21 002**	**59**	**109**	**1 656**	**34 294**
Employees with disabilities	**22**	**0**	**0**	**1**	**14**	**0**	**0**	**1**	**38**

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

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00
Senior Management	2.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	2.00
Professionally qualified and experienced specialists and mid-management	251.00	2.00	1.00	28.00	393.00	2.00	5.00	51.00	733.00
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	556.00	1.00	1.00	17.00	1 511.00	5.00	9.00	141.00	2241.00
Semi-skilled and discretionary decision making	37.00	0.00	0.00	1.00	46.00	1.00	0.00	5.00	90.00
Unskilled and defined decision making	46.00	0.00	0.00	0.00	48.00	0.00	0.00	0.00	94.00
Total	**894.00**	**3.00**	**2.00**	**46.00**	**1 999.00**	**8.00**	**14.00**	**197.00**	**3163.00**
Employees with Disabilities	**3.00**	**0.00**	**0.00**	**1.00**	**1.00**	**0.00**	**0.00**	**0.00**	**5.00**

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

Disciplinary action PER Office	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Nkangala	49		01	02	49	01		01	103
Gert Sibande	29				9			1	39
Bohlabela	33				18				51
Ehlanzeni	61			7	54				122
Head Office	10			1	5				16
TOTAL	**182**		**1**	**10**	**135**	**1**		**2**	**331**

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	0	0	0	0	0	0	0	0	0
Professionals	67	0	0	0	102	0	0	0	169
Technicians and associate professionals	29	0	0	0	29	2	0	0	60
Clerks	0	0	0	0	0	0	0	0	0
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	0	0	0	0	73	0	0	0	73
Total	**96**	**0**	**0**	**0**	**204**	**2**	**0**	**0**	**302**
Employees with disabilities	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

3.7. Signing of Performance Agreements by SMS Members

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

Table 3.7.1 Signing of Performance Agreements by SMS members as on 31 May 2025

SMS Level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General/ Head of Department	0	0	0	0
Salary Level 16	1	1	1	100%
Salary Level 15	3	1	1	100%
Salary Level 14	10	4	3	75%
Salary Level 13	33	26	17	65.3%
Total	**47**	**30**	**22**	**73.3%**

Notes

In the event of a National or Provincial election occurring within the first three months of a financial year all members of the SMS must conclude and sign their performance agreements for that financial year within three months following the month in which the elections took place. For example, if elections took place in April, the reporting date in the heading of the table above should change to 31 July 2025.

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

Reasons
SMS not adhering to prescribed submission due dates

Notes

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

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

Reasons
Written warning to senior managers in order for them to explain reasons why the non-compliance

3.8. Performance Rewards

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

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

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					
Male	0.00	13 042.00	0.00	0.00	0.00
Female	0.00	25 051.00	0.00	0.00	0.00
Asian					
Male	0.00	56.00	0.00	0.00	0.00
Female	0.00	121.00	0.00	0.00	0.00
Coloured					
Male	0.00	14.00	0.00	0.00	0.00
Female	0.00	74.00	0.00	0.00	0.00
White					
Male	0.00	519.00	0.00	0.00	0.00
Female	0.00	2 109.00	0.00	0.00	0.00
Total	**0.00**	**40 986**	**0.00**	**0.00**	**0.00**

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

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	0.00	2 427.00	0.00	0.00	0.00	0.00
Skilled (level 3-5)	0.00	3 326.00	0.00	0.00	0.00	0.00
Highly skilled production (level 6-8)	0.00	28 223.00	0.00	0.00	0.00	0.00
Highly skilled supervision (level 9-12)	0.00	6 828.00	0.00	0.00	0.00	0.00
Total	**0.00**	**40 804.00**	**0.00**	**0.00**	**0.00**	**0.00**

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

Critical occupation	Beneficiary Profile		Cost		
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Administration Clerks	0.00	2 491.00	0.00	0.00	0.00
Administration Officer	0.00	6.00	0.00	0.00	0.00
Administrative And Governance Policy Manager	0.00	4.00	0.00	0.00	0.00
Architect	0.00	1.00	0.00	0.00	0.00
Auxiliary Child and Youth Care Worker	0.00	19.00	0.00	0.00	0.00
Chief Financial Officer	0.00	1.00	0.00	0.00	0.00
Child Care Worker	0.00	11.00	0.00	0.00	0.00
Civil Engineer	0.00	1.00	0.00	0.00	0.00
Clerical Suppleme.Workers Not Elsewhere Classified	0.00	1.00	0.00	0.00	0.00
Clinical Nurse Practitioner	0.00	15.00	0.00	0.00	0.00
Communication And Marketing Manager	0.00	1.00	0.00	0.00	0.00
Communication Coordinator	0.00	4.00	0.00	0.00	0.00
Community Development Practitioner	0.00	16.00	0.00	0.00	0.00
Elementary Workers Not Elsewhere Classified	0.00	2 452.00	0.00	0.00	0.00
Ethics Officer	0.00	1.00	0.00	0.00	0.00
Facilities Manager	0.00	2.00	0.00	0.00	0.00
Filing And Registry Clerk	0.00	39.00	0.00	0.00	0.00
Finance Clerk	0.00	79.00	0.00	0.00	0.00
Finance Manager	0.00	2.00	0.00	0.00	0.00
Financial Accountant	0.00	48.00	0.00	0.00	0.00
Garden Worker	0.00	123.00	0.00	0.00	0.00
Head Of Provincial Department	0.00	1.00	0.00	0.00	0.00
Hearing Aid Acoustician	0.00	10.00	0.00	0.00	0.00
Human Resource Clerk	0.00	133.00	0.00	0.00	0.00
Human Resource Manager	0.00	4.00	0.00	0.00	0.00
Human Resource Practitioner	0.00	31.00	0.00	0.00	0.00
Ict Systems Analyst	0.00	20.00	0.00	0.00	0.00
Industrial/ Labour Relations Officer	0.00	9.00	0.00	0.00	0.00
Information Technology & Systems Manager	0.00	1.00	0.00	0.00	0.00
Internal Audit Manager	0.00	1.00	0.00	0.00	0.00

Critical occupation	Beneficiary Profile		Cost		
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Internal Auditor	0.00	6.00	0.00	0.00	0.00
Kitchen Hand	0.00	128.00	0.00	0.00	0.00
Laundry Worker (General)	0.00	109.00	0.00	0.00	0.00
Legal Related Manager	0.00	1.00	0.00	0.00	0.00
Light Vehicle Driver	0.00	56.00	0.00	0.00	0.00
Managers Not Elsewhere Classified	0.00	14.00	0.00	0.00	0.00
Midd.Manager:Household/Food &Laundry Services Rel.	0.00	14.00	0.00	0.00	0.00
Midd.Manager:Human Resource & Organisa.Devel.Rela	0.00	53.00	0.00	0.00	0.00
Middle Manager: Engineering Sciences Related	0.00	6.00	0.00	0.00	0.00
Middle Manager: Finance And Economics Related	0.00	27.00	0.00	0.00	0.00
Middle Manager: Information Technology Related	0.00	1.00	0.00	0.00	0.00
Middle Manager: Internal Audit Related	0.00	2.00	0.00	0.00	0.00
Middle Manager: Legal Related	0.00	3.00	0.00	0.00	0.00
Middle Manager: Social Science Related	0.00	5.00	0.00	0.00	0.00
Middle Manager:Communication & Information Related	0.00	11.00	0.00	0.00	0.00
Occupational/ Job Analyst	0.00	1.00	0.00	0.00	0.00
Office Cleaner	0.00	161.00	0.00	0.00	0.00
Other Middle Manager	0.00	27.00	0.00	0.00	0.00
Other Occupations	0.00	34 404.00	0.00	0.00	0.00
Personal Assistant	0.00	2.00	0.00	0.00	0.00
Professionals Not Elsewhere Classified	0.00	58.00	0.00	0.00	0.00
Quantity Surveyor	0.00	3.00	0.00	0.00	0.00
Receptionist (General)	0.00	4.00	0.00	0.00	0.00
Secretary (General)	0.00	25.00	0.00	0.00	0.00
Social Worker	0.00	22.00	0.00	0.00	0.00
Strategy/Monitoring &Evaluation Manager	0.00	1.00	0.00	0.00	0.00
Supply Chain Clerk	0.00	144.00	0.00	0.00	0.00
Supply Chain Practitioner	0.00	46.00	0.00	0.00	0.00
Tanker Driver	0.00	7.00	0.00	0.00	0.00
Teachers Aide	0.00	164.00	0.00	0.00	0.00

Critical occupation	Beneficiary Profile		Cost		
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Total	**0.00**	**41 046.00**	**0.00**	**0.00**	**0.00**
Training And Development Professional	**0.00**	**12.00**	**0.00**	**0.00**	**0.00**
Web Developer	**0.00**	**2.00**	**0.00**	**0.00**	**0.00**

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

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

3.9. Foreign Workers

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

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

Salary band	01 April 2024		31 March 2025		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	0	0	0	0	0	0
Highly skilled production (Lev. 6-8)	0	0	0	0	0	0
Highly skilled supervision (Lev. 9-12)	1	100	1	100	0	0
Contract (level 9-12)	0	0	0	0	0	0
Contract (level 13-16)	0	0	0	0	0	0
Total	**1**	**100**	**1**	**100**	**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
Professionals and managers	1	100	1	100	0	0
Total	**1**	**100**	**1**	**100**	**0**	**0**

3.10.Leave utilisation

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

Table 3.10.1 Sick leave for the period 1 January 2025 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)
Lower Skills (Level 1-2)	89.00	71.90	20.00	0.10	4.00	60.00
Skilled (levels 3-5)	10.00	60.00	3.00	0.00	3.00	11.00
Highly skilled production (levels 6-8)	82 188.00	75.30	14 279.00	68.90	6.00	154 674.00
Highly skilled supervision (levels 9 -12)	21 422.00	80.60	3 586.00	17.30	6.00	59 861.00
Top and Senior management (levels 13-16)	101.00	93.10	10.00	0.00	10.00	522.00
Total	**103 815.00**	**480.90**	**17 900.00**	**86.30**	**32.00**	**215 140.00**

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2025 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)
Lower skilled (Levels 1-2)	1 262.00	100.00	21.00	3.50	60.00	931.00
Skilled (Levels 3-5)	1 099.00	100.00	35.00	5.80	31.00	1 343.00
Highly skilled production (Levels 6-8)	14 702.00	100.00	412.00	68.30	36.00	28 576.00
Highly skilled supervision (Levels 9-12)	5 327.00	100.00	135.00	22.40	39.00	14 820.00
Total						

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

Table 3.10.3 Annual Leave for the period 1 January 2025 to 31 December 2025

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Lower skilled (Levels 1-2)	35 422.51	20.00	1 792.00
Skilled Levels 3-5)	53 258.00	21.00	2 525.00
Highly skilled production (Levels 6-8)	14 418.00	23.00	616.00
Highly skilled supervision (Levels 9-12)	15 680.00	22.00	702.00
Senior management (Levels 13-16)	535.00	19.00	28.00
Total	**119 313.51**	**105.00**	**5 663.00**

Table 3.10.4 Capped leave for the period 1 January 2025 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
Lower skilled (Levels 1-2)	0.00	0.00	0.00	36.00
Skilled Levels 3-5)	3.00	1.00	3.00	70.00
Highly skilled production (Levels 6-8)	46.00	7.00	7.00	49.00
Highly skilled supervision (Levels 9-12)	67.00	10.00	7.00	58.00
Senior management (Levels 13-16)	0.00	0.00	0.00	82.00
Total	**116**	**18**	**17**	**295**

The following table summarise payments made to employees as a result of leave that was not taken.

Table 3.10.5 Leave payouts for the period 1 April 2024 and 31 March 2025

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2023/24 due to non-utilisation of leave for the previous cycle	108561	3	36187
Capped leave payouts on termination of service for 2024/25	124 944.00	1 057.00	118 206.00
Current leave payout on termination of service for 2024/25	7 812.00	229.00	248 931.00
Total			

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
There is no specific occupational exposure in the department	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.			Mr.JS Ndala Chief Director: HRM
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.			The department has a dedicated unit, there are twenty-three staff members for Head Office and the four Districts. There are 2 Districts that have only 3 staff members each. The annual voted fund is R 2 930 000.00
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.			The key elements/services of the Employee Assistances/Health Promotion Programme are as follows: ▪ Coordination of Pro-active Programmes that is, awareness sessions on identified health related issues that might have a negative impact on the performance of employees. ▪ Commemoration of National & International Health Calendar events ▪ Promotion of Healthy through Physical activities to minimize absenteeism due to ill health and to uplift staff morale. Manage referrals.

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.			Mrs PD Mhlanga EHWP Mr MN Ngwenyama EHWP – Secretary Ms S Maseko EHWP – Nkangala Mr MP Mshololo EHWP – Gert Sibande Mr K Mokoena EHWP – Ehlanzeni Ms BC Maswangayi – EHWP Bohlabela Mr Z Radebe – Transformation Ms ID Bhembe – Life Skills Ms G Mbatha – Risk Management Ms PM Ranyane – PEU Ms C Tshabalala – SADTU Ms ZC Zulu – NATU Mr B Mdluli – PSA Ms T Cele – NEHAWU Ms Z Maseko - NAPTOSA
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.			The Wellness Policy, Bereavement Policy and Sports and Cultural Policy have been reviewed and are awaiting approval of the Head: Education. The unit is in the process of reviewing the HIV/AIDS, STI's and TB Management policy; Health and Productivity Management Policy; Safety, Health Environment, Risk and Quality 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.			▪ The HIV/AIDS, STI's and TB Management Policy is in place and addresses the following aspects: - The protection of rights of people living with HIV. ▪ - The de-stigmatisation of people living with HIV in the workplace.
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have you achieved.			▪ The Department coordinates regular/quarterly Onsite HIV Counselling and Testing (HCT) in collaboration with GEMS and Private service provider.
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/ indicators.			The EHWP Programme in the department is monitored on monthly, quarterly, and annual basis by the Department of Education, Office of the Premier, ELRC and DPSA through annual Systems Monitoring Tool; Quarterly/Annual Integrated Employee Health and Wellness Reporting Tool.

3.12.Labour Relations

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

Total number of Collective agreements	None

The following table summarises the outcome of disciplinary hearings conducted within the department for the year under review.

Table 3.12.2 Misconduct and disciplinary hearings finalised for the period 1 April 2024 and 31 March 2025

Outcomes of disciplinary hearings	Number	% of total
Written warning	03	0,97%
Final written warning	80	25.97%
Suspended without pay	17	5,51%
Suspension (Suspended Sentence)	04	1,29%
Fine	55	17,85%
Demotion	04	1,29%
Dismissal	14	4,54%
Not guilty	53	17,20%
Case withdrawn	71	23,05%
Deceased	01	0,32%
Progressive discipline	03	0,97%
Resigned	03	0,97%
Total	**308**	**100 %**

Notes

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

Total number of Disciplinary hearings finalised	308

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
Failure to take instruction	08	2,71%
Failure to ensure safety of a leaner	02	0,67%
Insolent Behaviour	01	0,33
Late Coming	01	0,33
Poor Performance	01	0,33
Dishonesty	04	1,35
Overpayment due to late termination	92	31,18
Mismanagement of Funds	02	0,67
Corporal Punishment	33	11,18
Sexual Relationship	02	0,67
Improper Conduct/ Unprofessional Conduct	37	12,54
Misrepresentation	01	0,33%
Insubordination	04	1,35
Non-Compliance	03	1,01
Assault	12	4,06
Loss of state property	03	1,01
Prejudicing Administration	11	3,72
Sexual Assault/ Sexual Harassment	07	2,37
Defiance	02	0,67
Fraud (Including Qualification)	09	3,05
Stealing NSNP Food and Theft	02	0,67
Late termination	04	1,35
Abscondment	16	5,42
Absenteeism	31	10,50
Exam Irregularity	03	1,01
Negligence	02	0,67
Incident	01	0,33
Rape	01	0,33
Total	**295**	**100 %**

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

Grievances	Number	% of Total
Number of grievances resolved	60	88.24%
Number of grievances not resolved	8	11.76%
Total number of grievances lodged	**68**	

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	50	71.43%
Number of disputes dismissed	20	28.57%
Total number of disputes lodged	**70**	

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

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

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

Number of people suspended	15
Number of people who's suspension exceeded 30 days	14
Average number of days suspended	776
Cost of suspension(R'000)	**R2 007 805,17**

3.13. Skills development

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

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

Occupational category	Gender	Number of employees as at 1 April 2024	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female		0	0	0	0
	Male		0	0	0	0
Professionals	Female		0	110	0	110
	Male		0	74	0	74
Technicians and associate professionals	Female		0	31	0	31
	Male		0	29	0	29
Clerks	Female		0	0	0	0
	Male		0	0	0	0
Service and sales workers	Female		0	0	0	0
	Male		0	0	0	0
Skilled agriculture and fishery workers	Female		0	0	0	0
	Male		0	0	0	0
Craft and related trades workers	Female		0	0	0	0
	Male		0	0	0	0
Plant and machine operators and assemblers	Female		0	0	0	0
	Male		0	0	0	0
Elementary occupations	Female		0	0	0	0
	Male		0	0	0	0
Sub Total	Female		0	73	0	73
	Male		0	0	0	0
Total			**0**	**317**	**0**	**317**

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

Occupational category	Gender	Number of employees as at 1 April 2024	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female		0	0	0	0
	Male		0	0	0	0
Professionals	Female		0	102	0	102
	Male		0	67	0	67
Technicians and associate professionals	Female		0	31	0	31
	Male		0	29	0	29
Clerks	Female		0	0	0	0
	Male		0	0	0	0
Service and sales workers	Female		0	0	0	0
	Male		0	0	0	0
Skilled agriculture and fishery workers	Female		0	0	0	0
	Male		0	0	0	0
Craft and related trades workers	Female		0	0	0	0
	Male		0	0	0	0
Plant and machine operators and assemblers	Female		0	0	0	0
	Male		0	0	0	0
Elementary occupations	Female		0	73	0	73
	Male		0	0	0	0
Sub Total	Female		0	206	0	206
	Male		0	96	0	96
Total			**0**	**302**	**0**	**302**

3.14.Injury on duty

The following tables provide basic information on injury on duty.

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

Nature of injury on duty	Number	% of total
Required basic medical attention only	43	0.104%
Temporary Total Disablement	38	0.09%
Permanent Disablement	0	0
Fatal	0	0
Total	**43**	**0.19**

3.15.Utilisation of Consultants

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

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

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

Project title	Total number of consultants that worked on project	Duration (workdays)	Contract value in Rand
Cubic Professional Consulting.	16	3 years	Tender rates
DNIL Professional Consultants.			
Gwazela Is Me (Pty) Ltd.			
JBLM Quantity Surveyors.			
JMA Architects.			
Katarena Consulting Engineers.			
Keratang Consulting.			
Likhanyile Consulting Engineers Projects.			
LPS Consulting.			
Lwati Engineers.			
Mashabane Quantity Surveyors.			
Masikhulisane Consulting.			
Navi Professional Consulting.			
Nkanivo Development Consult.			
Thembakele Consulting.			
TN Molefe Consulting Engineers.			

Total number of projects	Total individual consultants	Total duration Workdays	Total contract value in Rand
None	-	-	-

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

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

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

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

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

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

3.16. Severance Packages

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

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

PART | E

PFMA Compliance Report

1. Irregular, Fruitless and Wasteful, Unauthorised Expenditure and Material Losses

1.1. Irregular expenditure

a. Reconciliation of irregular expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	2,285,913	1,871,312
Add: Irregular expenditure confirmed	263,870	414,601
Less: Irregular expenditure condoned	-	-
Less: Irregular expenditure not condoned and removed	-280,715	-
Less: Irregular expenditure recoverable	-	-
Less: Irregular expenditure not recovered and written off	-	-
Closing balance	**2,269,068**	**2,285,913**

Include discussion here where deemed relevant.

Reconciling notes

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure that was under assessment in 2023/24	-	191,833
Irregular expenditure that relates to 2023/24 and identified in 2024/25	-	-
Irregular expenditure for the current year	263,870	222,718
Total	**263,870**	**414,601**

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

Description1	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure under assessment	2,021	190,048
Irregular expenditure under determination	-	1,785
Irregular expenditure under investigation	-	-
Total 2	**2,021**	**191,833**

1 *Group similar items*

2 *Total unconfirmed irregular expenditure (assessment), losses (determination), and criminal conduct (investigation)*

The Department is conducting assessment and investigation on these cases to determine future actions to be applied.

c. Details of current and previous year irregular expenditure condoned

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

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

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure NOT condoned and removed	280, 715	-
Total	**-**	**-**

e. Details of current and previous year irregular expenditure recovered

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

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

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

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
Procurement of Infrastructure projects by Department of Public Works Roads and Transport
Total **89,400**

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

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

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

Disciplinary steps taken
None

The irregular expenditure from previous year investigation finalised the Department is finalising disciplinary processes.

1.2. Fruitless and wasteful expenditure

a. Reconciliation of fruitless and wasteful expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	24,177	22,422
Add: Fruitless and wasteful expenditure confirmed	77	755
Less: Fruitless and wasteful expenditure written off	-	-
Less: Fruitless and wasteful expenditure recoverable	(697)	-
Closing balance	**23,557**	**23,177**

Reconciling notes

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure that was under assessment in 2023/24	-	-
Fruitless and wasteful expenditure that relates to 2023/24and identified in 2024/25	-	-
Fruitless and wasteful expenditure for the current year	77	755
Total	**77**	**755**

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

Description3	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure under assessment	-	-
Fruitless and wasteful expenditure under determination	-	-
Fruitless and wasteful expenditure under investigation	77	755
Total	**77**	**755**

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

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure recovered	601	-
Total	**-**	**-**

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

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

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

Disciplinary steps taken
No disciplinary steps taken yet as the investigation is still ongoing
Total

1.3. Unauthorised expenditure

a. Reconciliation of unauthorised expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	816 760	816 760
Add: unauthorised expenditure confirmed	-	-
Less: unauthorised expenditure approved with funding	-	-
Less: unauthorised expenditure approved without funding	-	-
Less: unauthorised expenditure recoverable	-	-
Less: unauthorised not recovered and written off4	-	-
Closing balance	816 760	816 760

3 *Group similar items*

4 *This amount may only be written off against available savings*

Reconciling notes

Description	2024/2025	2023/2024
	R'000	R'000
Unauthorised expenditure that was under assessment in 2023/24	-	-
Unauthorised expenditure that relates to 2023/24 and identified in 2024/25	-	-
Unauthorised expenditure for the current year	-	-
Total		**-**

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

Description5	2024/2025	2023/2024
	R'000	R'000
Unauthorised expenditure under assessment	-	-
Unauthorised expenditure under determination	-	-
Unauthorised expenditure under investigation	-	-
Total	**-**	**-**

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

a. Details of current and previous year material losses through criminal conduct

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

b. Details of other material losses

Nature of other material losses	2024/2025	2023/2024
	R'000	R'000
Material losses	-	-
Total	**-**	**-**

5 *Group similar items*

c. Other material losses recovered

Nature of losses	2024/2025	2023/2024
	R'000	R'000
Other material losses recovered	-	-
Total `	**-**	**-**

d. Other material losses written off

Nature of losses	2024/2025	2023/2024
	R'000	R'000
Other material losses written off	-	-
	-	-
Total	**-**	**-**

2. Late and/or Non-Payment of Suppliers

Description	Number of invoices	Consolidated Value
		R'000
Valid invoices received	18,550	5,043,335
Invoices paid within 30 days or agreed period	17811	4,668,488
Invoices paid after 30 days or agreed period	450	309,569
Invoices older than 30 days or agreed period (unpaid and without dispute)	289	65,278
Invoices older than 30 days or agreed period (unpaid and in dispute)	-	-

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	-	-	-	-
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
Rendering of transport services to Gert Sibande District for Departmental activities. Mathata General Trading Month-to-Month EDU/080/15/MP				5 157		6 103
Rendering of transportation of examination related materials	Bongani Rainmaker Logistics	Month-to-Month	EDU/099/16/MP	3 153		692 403
Provisioning of Design and Printing of Departments	Ndabase Printing Solutions CC	Month-to-Month	EDU/126/18/MP	200		953
Supplying of cooking equipment, eating utensils as well as garden tools to schools participating in the national school nutrition programme (NSNP) in the province	Msogwaba Investment cc	Month-to-Month	EDU/035/18/MP	7 342		2 897
Rendering of transport services to Nkangala, Ehlanzeni and Bohlabela District for Departmental activities.	1.Selahle tours 2. Lehejequ Trading 3. Myboet General Trading	Month-to-Month	EDU/134/18/MP	5 157		8 888
procurement and further disposal of obsolete assets including ICT, inventory and consumables for the Mpumalanga Department of Education.	S and S Group	Month-to-Month	EDU/128/19/MP	Commission		R00,00
Supply and installation of movable units (i.e. movable classrooms, admin block, offices, kitchen and ablution facilities) and basic services (i.e. site works, connection of electricity, sewer, water supply and relocation) to the identified schools of the Department.	Thobile M Building Construction	Tendered rates	EDU/127/19/MP	99 724		136 918
Rendering of cleaning services to MAXSA Building	Jelani Trading	Month-to-Month	EDU/071/19/MP	6 080		3 525

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
Rendering of cleaning services to Nanfin Building, Nonosi, Riskon management (Old LTK building) and Siyaphambili Building	Jelani Trading	Month-to-Month	EDU/137/19/MP	20 581		2 215
Total						

PART | F

Financial Information

Report of the auditor-general to Mpumalanga Provincial Legislature on vote no. 7: Department of Education.

Report on the audit of the financial statements

Qualified opinion

1. I have audited the financial statements of the department of education set out on pages 244 to 292, which comprise the appropriation statement, statement of financial position as at 31 March 2025, statement of financial performance, statement of changes in net assets and the cash flow statement for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.

2. In my opinion, except for the effects and possible effects of the matters described in the basis for qualified opinion section of this report the financial statements present fairly, in all material respects, the financial position of the department of education as at 31 March 2025 and its financial performance and cash flows for the year then ended in accordance with modified cash standards (MCS) and the requirements of the Public Financial Management Act of 1999 (PMFA) and the Division of Revenue Act no 24 2024 (DORA).

Basis for qualified opinion

Compensation of Employees

3. I was unable to obtain sufficient, appropriate audit evidence that other non-pensionable allowances were properly accounted for. Certain supporting documents for payments made in respect of housing allowances were not submitted, due to the status of the accounting records. I was unable to confirm housing allowance expenditure by alternative means. Consequently, I was unable to determine whether any adjustment was necessary to the other non-pensionable allowances stated at R2,18 billion in note 3.1 in the financial statements.

Context for opinion

4. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.

5. I am independent of the department in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.

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

Responsibilities of the accounting officer for the financial statements

7. The Accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the MCS and the requirements of the PFMA and DoRA; and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

8. 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

9. 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.

10. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located at page 241, forms part of my auditor's report.

Report on the audit of the annual performance report

11. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance against predetermined objectives for the selected programmes presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.

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

Programme	Page numbers	Purpose
Public Ordinary School	[52-60]	To provide ordinary education from Grade 1 to 12 in accordance with the South African Schools Act 84 of 1996.
Early Child hood Development	[68-72]	To provide Early Childhood Development (ECD) at the Grade R and earlier levels in accordance with White Paper 5.
Infrastructure Development	[73-78]	To provide and maintain infrastructure facilities for the administration and schools.

13. 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.

14. 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 a show performance will be evaluated
- the indicators and targets reported on in the annual performance report are the same as those committed to in the approved initial or revised planning documents
- the reported performance information is presented in the annual performance report in the prescribed manner and is comparable and understandable
- there is adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets.

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

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

Early Childhood Development

SOI 503: Number of children accessing registered ECD Programmes

17. An achievement of 70 887 was reported against a target of 70 887. However, the audit evidence did not support this achievement. I could not determine the actual achievement, but I estimated it to be materially more than reported. Consequently, it is likely that the achievement against the target was better than reported.

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 over- or under achievements. This information should be considered in the context of the material findings on the reported performance information.

20. The table that follows provides information on the achievement of planned targets and lists the key service delivery indicators that were not achieved as reported in the annual performance report. The reasons for any underachievement of targets are included in the annual performance report on pages [52-78].

Key service delivery indicators not achieved	Planned target	Reported achievement
Public Ordinary Schools Targets achieved:70% Budget spent:99.8%		
POI2.1: Percentage of schools where allocated teaching posts are all filled	62%	57%
POI2.4: Number of quintile 1-3 schools benefitting from National School Nutrition Programme	1533	1520
POI 2.7: Number of schools piloting coding and robotics curriculum (implementation of coding and robotics curriculum)	228	218
POI2.8: Percentage of learners provided with English First Additional Language (EFAL) and Mathematics text books in grades 3;6;9 and 12	100%	58.75%
POI2.9: Number of learners enrolled for grade R undertaking school readiness assessment	29717	29710
POI2.10: Number of schools provided with Grade 3 African Languages reading material	1000	277
Early Childhood Development Targets achieved: 71.43%		
Budget spent:98.47%		
POI 5.3: Number of Grade R practitioners employed in public ordinary schools per quarter (incl. qualified teachers serving as Gr R teachers).	2037	2030
POI5.4: Number of Practitioner strained on ECD NQF Level 4 qualification	400	131
Infrastructure Development Targets achieved: 77.78% Budget spent: 96.35%		
SOI603: Number of public schools supplied with sanitation facilities	30	27
POI6.5: Number of schools provided with secure fencing facilities	23	20

Material misstatements

21. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information for Public Ordinary Schools, Early Childhood Development and Infrastructure Development. Management did not correct some of the misstatements and I reported material findings in this regard.

Report on compliance with legislation

22. In accordance with the PAA and the general notice issued interms there of, 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.

23. 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.

24. 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.

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

Expenditure management

26. Effective and appropriate steps were not taken to prevent irregular expenditure, as disclosed in note 23 to the annual financial statements, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1. The majority of the irregular expenditure was caused by non- compliance with SCM regulation.

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

Consequence management

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

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

Strategic planning and performance management

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

Conditional grants

31. The Early Childhood Development Grant (ECD) was not spent for the purposes stipulated in the Schedule concerned/ in accordance with the applicable framework, as required by section 16(1) of the Division of Revenue Act (Act 24 of 2024).

Annual Financial Statement, Performance and Annual Report.

32. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework and supported by full and proper records, as required by section 40(1)(a) and (b) of the PFMA. Material misstatements of disclosure items identified by the auditors in the submitted financial statements were corrected but the uncorrected material misstatements and supporting records that could not be provided resulted in the financial statements receiving a qualified opinion.

Procurement and contract management

33. Some of the contracts were awarded to suppliers whose tax matters had not been declared by the South African Revenue Services to be in order as required by Treasury Regulation 16A9.1(d).

34. I was unable to obtain sufficient appropriate audit evidence that contracts were awarded to bidders based on points given for criteria that were stipulated in the original invitation for bidding as required by Treasury Regulation 16A6.3(a) and (b).

Other information in the annual report

35. 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.

36. 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.

37. My responsibility is to read this other information and, in doing so, consider whether it is materially in consistent 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.

38. If, based on the work I have performed, I conclude that there is a material misstatement in this other information, I am required to report that fact.

39. I have nothing to report in this regard.

Internal control deficiencies

40. 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.

41. The matters reported below are limited to the significant internal control deficiencies that resulted in the basis for the qualified opinion and the material findings on the annual performance report and the material findings on compliance with legislation included in this report.

42. Lack of adequate review of financial statements and performance report to ensure that there is quality and credible financial statement and performance report that are supported by valid accurate and complete underlying records.

43. Inadequate record keeping to ensure that relevant, accurate and complete supporting documentations for housing allowance is accessible and available to support the financial statement.

44. Lack of review and monitoring of compliance with laws and regulations. Insufficient monitoring of the developed action plan to address the root causes of the non- compliance and lack of consequence management where there is no adherence to the action plan

Material irregularities

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

Status of previously reported material irregularities

Salary payments made to deceased and terminated employees

46. Some officials in the department failed to ensure that the department's system of financial management and internal controls that have been established are carried out within their areas of responsibilities and in line with section 45(a) of the PFMA.

47. These officials failed to ensure that the human resource department is notified timeously in line with the HRM directive no.13 of 2012, concerning salaries that must be stopped for employees that either left the depart mentor were deceased. As a result, salaries were made to employees that should not have been paid which resulted in these over payments being disclosed as part of receivables in note 11 to the financial statements. The over payments are likely to result in a material financial loss for the department if the money is not recovered.

48. The accounting officer was notified of the material irregularity on 31 August 2022; the following action have been taken or planned to be taken to resolve the material irregularity:

49. Between August and October 2024, the accounting officer conducted training to enhance understanding and compliance with termination procedures. Furthermore, the Department implemented a monitoring tool at the circuit level to ensure early detection of overpayments.

50. In February 2025, the accounting officer appointed a service provider to conduct an investigation into the material irregularity. As at the date of this audit report the investigation is still in progress. The accounting officer plans to implement the recommendations arising from the outcome of this investigation.

51. I will follow-up on the implementation of the on going actions during my next audit.

Lease payments made on closed schools

52. Effective internal controls were not in place for approval and processing of payments, as required by treasury regulation 8.1.1. The department made lease payments to farm schools for the period 2020 and 2021 during which they had been closed and were not occupied and utilized by the school learners. The lack of internal control measures and procedures to ensure that these payments are necessary and appropriate resulted in non-compliance with section 8.1.1 of Treasure Regulations. These payments were made in vain and were disclosed as

fruitless and wasteful expenditure under not 23 of the financial statements. The non- compliance has resulted in a material financial loss of R1 371 706 by 22 December 2021 for the Mpumalanga Department of Education, due to payment for services that were not received.

53. The accounting officer was notified of the material irregularity on 31 August 2022. The following actions have been taken to resolve the material irregularity:

54. In September 2024, a forensic investigation conducted by an external service provider was finalised, and a closure checklist was developed to guide the process ofter minating leases for non-operational schools. This action improved the effectiveness and consistency of internal controls relating to lease terminations.

55. In January 2025, the State Attorney was instructed to initiate recovery of financial losses, and demand letters were issued to implicated officials as identified by the forensic investigation. In April 2025, summons were issued against the implicated officials, and court proceedings were initiated. At the date of this audit report, the legal proceedings to recover losses from the officials is ongoing.

56. In May 2025, consequence management processes have been initiated against the implicated officials. A legal review of the disciplinary matters is currently underway to ensure proper application of due process and is expected to support appropriate accountability. As at the date of this audit report consequence management process is still in process and anticipated to be completed on 30 September 2025.

57. I will follow-up on the on going actions during my next audit.

Overpayments of suppliers for the provision of food supplies at some boarding schools.

58. Effective internal controls were not in place for approval and processing of payments, as required by treasury regulation 8.1.1. The non-compliance resulted in overpayments that were not detected by the department. Payments were made to suppliers for more learners than enrolled at some schools while some payments were made to the suppliers for a greater number of learners than those expected at the school during April, May, June and July of 2020. The overpayments are likely to result to a financial loss for the department if the money is not recovered. Payments were made to the service providers during the 2020-21 financial year. The accounting officer was notified of this material irregularity on 8 December 2021.

59. The following actions have been taken and planned to be taken to resolve the material irregularity:

60. In July 2022, the accounting did not renew the month-to-month contracts with the service providers for provision of food to the boarding schools. Additionally, effective 2023-24 the function of providing nutrition to boarding schools was moved to the Department of Agriculture, Rural Development, Land and Environmental Affairs.

61. In February 2023, A preliminary investigation into the material irregularity conducted through a secondment agreement with the Special Investigation Unit (SIU) was completed. As a result, in January 2025 the SIU obtained a presidential proclamation on for a comprehensive investigation of the irregularity under the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996). As at audit report date the investigation is still in progress.

62. In June 2025, the Accounting Officer instituted disciplinary proceedings against an official,and as at the date of this report, the process is still ongoing.

63. I will follow-upon the implementation of the on going actions during my next audit

Overpayments on bursaries for students studying in Russia

64. Effective internal controls were not in place for approval and processing of payments, as required by treasury regulation 8.1.1. The non-compliance resulted in the overpayments to the supplier not being detected by the department. The overpayments are likely to result in a financial loss for the department if the money is not recovered. Payments were made to the service provider in the period during the 2019-20 and 2021-22 financial years.The accounting officer was notified of this material irregularity on 14 October 2021.

65. The following actions have been taken to resolve the material irregularity:

66. The accounting officer did not renew the contract with the service provider when it expired in March 2022. Effective from October 2022, the accounting officer entered into an arrangement with the Department of International Relations and Cooperation (DIRCO) to facilitate payments of tuition fees, accommodation and travel costs in respect of bursary holders. In addition, the relevant internal controls including ensuring that payments to suppliers are supported by adequate invoices have been strengthened to prevent a re-occurrence of future incidents of similar nature. Since the 2022-23 financial years there have not been new students funded through the bursary scheme.

67. In accordance with the policies of the department, in November 2022 the accounting officer placed an official of the department on precautionary suspension while the international bursary programme was being investigated. On 1 April 2023 the employee terminated his employment with the department.

68. In March 2024, A preliminary investigation into the material irregularity conducted through a secondment agreement with the Special Investigation Unit (SIU) was completed. In July 2024, the accounting officer requested the Special Investigation Unit to undertake a comprehensive investigation into the matter through a proclamation. As at the date of this audit report, the accounting officer's request is still pending.

69. The actions taken by the accounting officer were considered to be appropriate and the MI is resolved.

Other reports

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

71. The Directorate for Priority Crime Investigation is investigating certain school's repairs and maintenance projects and payments made to suppliers for the boarding school's feeding scheme. At the date of this report, the investigations were still in progress.

Auditor - General

Mbombela 31 July 2025

AUDITOR-GENERAL
SOUTH AFRICA

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 judgment and professional scepticism

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

Financial statements

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

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

Communication with those charged with governance

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

I also provided 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	Section, regulation or paragraph
Public Finance Management Act 1 of 1999	Section1;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	Regulation4.1.1;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);16A9.1(d);16A9.1(e); 16A9.1(f);16A9.2;16A9.2(a)(ii);17.1.1;18.2;19.8.4
Construction Industry Development Board Act38 of 2000	Section 18(1)
Construction Industry Development Board Regulations, 2004	Regulation 17; 25 (7A)
Division of Revenue Act24 of 2024	Section11(6)(a);12(5);16(1);16(3);16(3)(a)(i);16(3)(a)(ii)(bb)
National Health Act61 of 2003	Section13
National Treasury Instruction No. 5 of 2020/21	Paragraph 4.8;4.9;5.3
Second amendment National TreasuryInstructionNo.5of 202/21	Paragraph 1
Erratum National Treasury Instruction No.5 of 202/21	Paragraph 2
National Treasury Instruction No. 1 of 2021/22	Paragraph4.1
National Treasury Instruction No. 4 of 2015/16	Paragraph3.4
National Treasury SCM Instruction No.4A of 2016/17	Paragraph6

National Treasury SCM Instruction No.03 of 2021/22	Paragraph4.1;4.2(b);4.3;4.4(a);4.17;7.2;7.6
National Treasury SCM Instruction No.11 of 2020/21	Paragraph3.4(a);3.4(b);3.9
National Treasury SCM Instruction No.2 of 2021/22	Paragraph3.2.1;3.2.4;3.2.4(a);3.3.
National Treasury Practice Note 5 of 2009/10	Paragraph3.3
National Treasury PracticeNote7 of 2009/10	Paragraph4.1.2
Preferential Procurement Policy Framework Act 5 of 2000	Section1;2.1(a);2.1(f)
Preferential Procurement Regulation, 2022	Regulation4.1;4.2;4.3;4.4;5.1;5.2;5.3;5.4
Preferential Procurement Regulation, 2017	Regulation4.1;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 Act12 of 2004	Section34(1)
Public Service Regulations,2016	Regulation18(1);18(2);25(1)(e)(i);25(1)(e)(iii)
State Information Technology Agency Act 88 of 1998	Section7(3)

education
MPUMALANGA PROVINCE
REPUBLIC OF SOUTH AFRICA

Mpumalanga Department of Education
Vote number: 7
Financial statements
for the year ended March 31, 2025

Mpumalanga Department of Education

(Vote number 7)
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		Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Appropriation per programme										
Programme										
Administration	1	1,587,548	-	54,634	1,642,182	1,620,887	21,295	98.70 %	1,502,577	1,499,097
Public Ordinary Schools Education	2	21,512,002	-	(53,912)	21,458,090	21,414,901	43,189	99.80 %	20,065,267	20,009,555
Independent Schools Subsidies	3	24,950	-	(722)	24,228	24,228	-	100.00 %	23,296	22,252
Public Special Schools Education	4	506,315	-	(1,430)	504,885	503,016	1,869	99.63 %	472,550	465,037
Early Childhood Development	5	1,044,955	-	888	1,045,843	1,029,813	16,030	98.47 %	956,257	952,325
Infrastructure Development	6	1,487,300	-	-	1,487,300	1,422,754	64,546	95.66 %	1,282,185	1,219,520
Examination and Education Related Services	7	479,022	-	542	479,564	479,389	175	99.96 %	1,004,424	987,865
Programme subtotal		**26,642,092**	**-**	**-**	**26,642,092**	**26,494,988**	**147,104**	**99.45 %**	**25,306,556**	**25,155,651**
Total		**26,642,092**	**-**	**-**	**26,642,092**	**26,494,988**	**147,104**	**99.45 %**	**25,306,556**	**25,155,651**
Reconciliation with										
Add:										
Add:										
Actual amounts per (total expenditure)						**26,494,988**				**25,155,651**

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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	18,779,683	(94,321)	(54,634)	18,630,728	17,769,737	860,991	95.38 %	17,506,982	16,746,324
Social contributions	2,377,718	-	-	2,377,718	3,238,708	(860,990)	136.21 %	2,241,849	2,988,714
	21,157,401	**(94,321)**	**(54,634)**	**21,008,446**	**21,008,445**	**1**	**100.00 %**	**19,748,831**	**19,735,038**
Goods and services	2,657,815	94,321	54,634	2,806,770	2,992,352	(185,582)	106.61 %	2,424,854	2,380,460
Interest and rent on land	50	-	-	50	64	(14)	128.00 %	-	58
Total current payments	**23,815,266**	**-**	**-**	**23,815,266**	**24,000,861**	**(185,595)**	**100.78 %**	**22,173,685**	**22,115,557**
Transfers and subsidies									
Provinces and municipalities	287	-	-	287	255	32	88.85 %	496	249
Departmental agencies and accounts	5,000	-	-	5,000	5,000	-	100.00 %	5,000	5,000
Non-profit institutions	1,772,370	-	-	1,772,370	1,503,777	268,593	84.85 %	2,034,433	1,976,344
Households	149,022	-	-	149,022	181,184	(32,162)	121.58 %	149,761	168,057
Total transfers and subsidies	**1,926,679**	**-**	**-**	**1,926,679**	**1,690,216**	**236,463**	**87.73 %**	**2,189,690**	**2,149,650**
Payments for capital assets									
Buildings and other fixed structures	881,671	-	-	881,671	769,320	112,351	87.26 %	924,946	863,821
Machinery and equipment	18,476	-	-	18,476	28,904	(10,428)	156.44 %	18,235	18,700
Total payments for capital assets	**900,147**	**-**	**-**	**900,147**	**798,224**	**101,923**	**88.68 %**	**943,181**	**882,521**
Payments for financial assets	-	-	-	-	5,687	(5,687)	- %	-	7,924
Total	**26,642,092**	**-**	**-**	**26,642,092**	**26,494,988**	**147,104**	**99.45 %**	**25,306,556**	**25,155,651**

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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. Administration									
Sub programme									
Office of the MEC	16,830	(4,076)	-	12,754	12,826	(72)	100.56 %	13,493	12,095
Corporate Services	799,478	(5,671)	14,864	808,671	795,369	13,302	98.36 %	670,306	647,647
Education Management	760,211	9,747	39,770	809,728	801,986	7,742	99.04 %	751,618	750,473
Human Resources Management	-	-	-	-	-	-	- %	363	73
EMIS - Education Management Information Systems	11,029	-	-	11,029	10,706	323	97.07 %	66,797	88,809
Subtotal	**1,587,548**	**-**	**54,634**	**1,642,182**	**1,620,887**	**21,295**	**98.70 %**	**1,502,577**	**1,499,097**
Economic classification									
Current payments									
Compensation of employees									
Salaries and wages	973,550	(14,679)	-	958,871	998,880	(40,009)	104.17 %	879,120	925,819
Social contributions	229,067	-	-	229,067	188,847	40,220	82.44 %	216,400	169,700
	1,202,617	**(14,679)**	**-**	**1,187,938**	**1,187,727**	**211**	**99.98 %**	**1,095,520**	**1,095,519**
Goods and services	355,781	14,679	54,634	425,094	377,117	47,977	88.71 %	374,712	374,259
Interest and rent on land	50	-	-	50	59	(9)	118.00 %	-	56
Total current payments	**1,558,448**	**-**	**54,634**	**1,613,082**	**1,564,903**	**48,179**	**97.01 %**	**1,470,232**	**1,469,834**
Transfers and subsidies									
Provinces and municipalities	287	-	-	287	255	32	88.85 %	496	249
Non-profit institutions	1,300	-	-	1,300	1,300	-	100.00 %	700	700
Households	16,460	-	-	16,460	23,426	(6,966)	142.32 %	17,712	17,013
Total transfers and subsidies	**18,047**	**-**	**-**	**18,047**	**24,981**	**(6,934)**	**138.42 %**	**18,908**	**17,962**
Payments for capital assets									
Buildings and other fixed structures	-	-	-	-	24	(24)	- %	-	-

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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
Machinery and equipment	11,053	-	-	11,053	25,292	(14,239)	228.82 %	13,437	11,301
Total payments for capital assets	**11,053**	**-**	**-**	**11,053**	**25,316**	**(14,263)**	**229.04 %**	**13,437**	**11,301**
Payments for financial assets	-	-	-	-	5,687	(5,687)	- %	-	-
Total	**1,587,548**	**-**	**54,634**	**1,642,182**	**1,620,887**	**21,295**	**98.70 %**	**1,502,577**	**1,499,097**

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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
2. Public Ordinary Schools Education									
Sub programme									
Public Primary Level	12,906,182	(240,420)	(54,634)	12,611,128	12,573,090	38,038	99.70 %	11,700,615	11,650,825
Public Secondary Level	7,553,667	234,604	722	7,788,993	7,791,315	(2,322)	100.03 %	7,401,714	7,412,438
Human Resource Development	17,894	5,816	-	23,710	23,632	78	99.67 %	9,538	9,476
School, Sport, Culture & Media Services	30,611	-	-	30,611	29,421	1,190	96.11 %	25,700	28,535
Conditional Grants	1,003,648	-	-	1,003,648	997,443	6,205	99.38 %	927,700	908,281
Subtotal	**21,512,002**	**-**	**(53,912)**	**21,458,090**	**21,414,901**	**43,189**	**99.80 %**	**20,065,267**	**20,009,555**
Economic classification									
Current payments									
Compensation of employees	18,593,418	(73,952)	(54,634)	18,464,832	18,464,132	700	100.00 %	17,409,302	17,394,308
Goods and services	1,792,361	73,952	-	1,866,313	1,812,389	53,924	97.11 %	1,540,835	1,494,381
Interest and rent on land	-	-	-	-	5	(5)	- %	-	2
Total current payments	**20,385,779**	**-**	**(54,634)**	**20,331,145**	**20,276,526**	**54,619**	**99.73 %**	**18,950,137**	**18,888,691**
Transfers and subsidies									
Non-profit institutions	1,031,820	-	722	1,032,542	1,019,343	13,199	98.72 %	1,021,427	998,634
Households	91,967	-	-	91,967	116,269	(24,302)	126.42 %	90,803	112,776
Total transfers and subsidies	**1,123,787**	**-**	**722**	**1,124,509**	**1,135,612**	**(11,103)**	**100.99 %**	**1,112,230**	**1,111,410**
Payments for capital assets									
Machinery and equipment	2,436	-	-	2,436	2,763	(327)	113.42 %	2,900	1,530
Payments for financial assets	-	-	-	-	-	-	- %	-	7,924
Total	**21,512,002**	**-**	**(53,912)**	**21,458,090**	**21,414,901**	**43,189**	**99.80 %**	**20,065,267**	**20,009,555**

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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
3. Independent Schools Subsidies									
Sub programme									
Primary Level	16,852	223	-	17,075	17,076	(1)	100.01 %	16,664	17,241
Secondary Level	8,098	(223)	(722)	7,153	7,152	1	99.99 %	6,632	5,011
Subtotal	**24,950**	**-**	**(722)**	**24,228**	**24,228**	**-**	**100.00 %**	**23,296**	**22,252**
Economic classification									
Transfers and subsidies									
Non-profit institutions	24,950	-	(722)	24,228	24,228	-	100.00 %	23,296	22,252
Total	**24,950**	**-**	**(722)**	**24,228**	**24,228**	**-**	**100.00 %**	**23,296**	**22,252**

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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
4. Public Special Schools Education									
Sub programme									
Schools	472,473	-	(1,430)	471,043	469,490	1,553	99.67 %	438,048	431,389
Human Resource Development	-	-	-	-	-	-	- %	99	255
Conditional Grants	33,842	-	-	33,842	33,526	316	99.07 %	34,403	33,393
Subtotal	**506,315**	**-**	**(1,430)**	**504,885**	**503,016**	**1,869**	**99.63 %**	**472,550**	**465,037**
Economic classification									
Current payments									
Compensation of employees	414,431	(3,348)	(1,430)	409,653	411,116	(1,463)	100.36 %	387,751	387,752
Goods and services	41,462	3,348	-	44,810	41,022	3,788	91.55 %	42,473	34,959
Total current payments	**455,893**	**-**	**(1,430)**	**454,463**	**452,138**	**2,325**	**99.49 %**	**430,224**	**422,711**
Transfers and subsidies									
Non-profit institutions	49,869	-	-	49,869	47,320	2,549	94.89 %	41,045	41,025
Households	403	-	-	403	1,561	(1,158)	387.34 %	1,044	1,064
Total transfers and subsidies	**50,272**	**-**	**-**	**50,272**	**48,881**	**1,391**	**97.23 %**	**42,089**	**42,089**
Payments for capital assets									
Buildings and other fixed structures	-	-	-	-	1,997	(1,997)	- %	237	-
Machinery and equipment	150	-	-	150	-	150	- %	-	237
Total payments for capital assets	**150**	**-**	**-**	**150**	**1,997**	**(1,847)**	**1,331.33 %**	**237**	**237**
Total	**506,315**	**-**	**(1,430)**	**504,885**	**503,016**	**1,869**	**99.63 %**	**472,550**	**465,037**

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	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
5. Early Childhood Development									
Sub programme									
Grade R in Public Schools	725,090	-	888	725,978	720,898	5,080	99.30 %	651,109	652,923
Grade R in Early Childhood Development	6,000	-	-	6,000	5,313	687	88.55 %	6,577	6,055
Pre Grade R in Early Childhood Developement Centres	200,001	-	-	200,001	198,008	1,993	99.00 %	200,001	193,822
Conditional grants	113,864	-	-	113,864	105,594	8,270	92.74 %	98,570	99,525
Subtotal	**1,044,955**	**-**	**888**	**1,045,843**	**1,029,813**	**16,030**	**98.47 %**	**956,257**	**952,325**
Economic classification									
Current payments									
Compensation of employees	705,918	-	888	706,806	706,730	76	99.99 %	643,379	643,380
Goods and services	25,319	-	-	25,319	22,726	2,593	89.76 %	19,932	17,600
Total current payments	**731,237**	**-**	**888**	**732,125**	**729,456**	**2,669**	**99.64 %**	**663,311**	**660,980**
Transfers and subsidies									
Non-profit institutions	313,201	-	-	313,201	307,773	5,428	98.27 %	291,748	290,222
Households	-	-	-	-	15	(15)	- %	-	-
Total transfers and subsidies	**313,201**	**-**	**-**	**313,201**	**307,788**	**5,413**	**98.27 %**	**291,748**	**290,222**
Payments for capital assets									
Buildings and other fixed structures	-	-	-	-	(7,431)	7,431	- %	-	-
Machinery and equipment	517	-	-	517	-	517	- %	1,198	1,123
Total payments for capital assets	**517**	**-**	**-**	**517**	**(7,431)**	**7,948**	**(1,437.33)%**	**1,198**	**1,123**
Total	**1,044,955**	**-**	**888**	**1,045,843**	**1,029,813**	**16,030**	**98.47 %**	**956,257**	**952,325**

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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
6. Infrastructure Development									
Sub programme									
Public Ordinary Schools	1,436,988	-	-	1,436,988	1,409,481	27,507	98.09 %	1,215,098	1,203,284
Special Schools	38,645	-	-	38,645	8,394	30,251	21.72 %	21,478	4,573
Early childhood development	11,667	-	-	11,667	4,879	6,788	41.82 %	45,609	11,663
Subtotal	**1,487,300**	**-**	**-**	**1,487,300**	**1,422,754**	**64,546**	**95.66 %**	**1,282,185**	**1,219,520**
Economic classification									
Current payments									
Compensation of employees	35,717	(2,342)	-	33,375	33,215	160	99.52 %	30,748	30,748
Goods and services	315,266	2,342	-	317,608	611,321	(293,713)	192.48 %	315,502	314,006
Total current payments	**350,983**	**-**	**-**	**350,983**	**644,536**	**(293,553)**	**183.64 %**	**346,250**	**344,754**
Transfers and subsidies									
Non-profit institutions	251,146	-	-	251,146	3,262	247,884	1.30 %	10,726	8,935
Households	-	-	-	-	83	(83)	- %	-	-
Total transfers and subsidies	**251,146**	**-**	**-**	**251,146**	**3,345**	**247,801**	**1.33 %**	**10,726**	**8,935**
Payments for capital assets									
Buildings and other fixed structures	881,671	-	-	881,671	774,730	106,941	87.87 %	924,709	863,821
Machinery and equipment	3,500	-	-	3,500	143	3,357	4.09 %	500	2,010
Total payments for capital assets	**885,171**	**-**	**-**	**885,171**	**774,873**	**110,298**	**87.54 %**	**925,209**	**865,831**
Total	**1,487,300**	**-**	**-**	**1,487,300**	**1,422,754**	**64,546**	**95.66 %**	**1,282,185**	**1,219,520**

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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
7. Examination and Education Related Services									
Sub programme									
Payments to SETA	5,000	-	-	5,000	5,000	-	100.00 %	5,000	5,000
External Examinations	308,856	-	542	309,398	320,414	(11,016)	103.56 %	277,353	278,481
Special Projects	146,186	-	-	146,186	135,515	10,671	92.70 %	705,491	687,803
Conditional Grants	18,980	-	-	18,980	18,460	520	97.26 %	16,580	16,581
Subtotal	**479,022**	**-**	**542**	**479,564**	**479,389**	**175**	**99.96 %**	**1,004,424**	**987,865**
Economic classification									
Current payments									
Compensation of employees	205,300	-	542	205,842	205,525	317	99.85 %	182,131	183,331
Goods and services	127,626	-	-	127,626	127,777	(151)	100.12 %	131,400	145,255
Total current payments	**332,926**	**-**	**542**	**333,468**	**333,302**	**166**	**99.95 %**	**313,531**	**328,586**
Transfers and subsidies									
Departmental agencies and accounts	5,000	-	-	5,000	5,000	-	100.00 %	5,000	5,000
Non-profit institutions	100,084	-	-	100,084	100,551	(467)	100.47 %	645,491	614,576
Households	40,192	-	-	40,192	39,830	362	99.10 %	40,202	37,204
Total transfers and subsidies	**145,276**	**-**	**-**	**145,276**	**145,381**	**(105)**	**100.07 %**	**690,693**	**656,780**
Payments for capital assets									
Machinery and equipment	820	-	-	820	706	114	86.10 %	200	2,499
Total	**479,022**	**-**	**542**	**479,564**	**479,389**	**175**	**99.96 %**	**1,004,424**	**987,865**

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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 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 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 financial statements.

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

4.1 Per programme

	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R,000	R,000	R,000	%
Programme 1	1,642,182	1,620,887	21,295	1.3 %
Programme 2	21,458,090	21,414,901	43,189	0.2 %
Programme 3	24,228	24,228	-	- %
Programme 4	504,885	503,016	1,869	0.4 %
Programme 5	1,045,843	1,029,813	16,030	1.5 %
Programme 6	1,487,300	1,422,754	64,546	4.3 %

Programme 5 - The under- expenditure relates to transfers to ECD Centres which could not be processed at year end due change in banking details and adresses by the ECD centres.

Programme 6 - The unspent funds relates to the procurement of mobile classrooms which could not be finalised at year- end as well as the projects which could not be finalised by the Implementing Agent.

Programme 7	479,564	479,389	175	- %

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Notes to the Appropriation Statement

4.2 Per economic classification

	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R,000	R,000	R,000	%
Current payments				
Compensation of employees	21,008,446	21,008,444	2	- %
Goods and services	2,806,770	2,992,352	(185,582)	(7)%
Interest and rent on land	50	64	(14)	(28)%
Transfers and subsidies				
Provinces and municipalities	287	255	32	11 %
Departmental agencies and accounts	5,000	5,000	-	- %
Non-profit institutions	1,772,370	1,503,777	268,593	15 %
Households	149,022	181,184	(32,162)	(22)%
Payments for capital assets				
Buildings and other fixed structures	881,671	769,320	112,351	13 %
Machinery and equipment	18,476	28,904	(10,428)	(56)%
Payments for financial assets	-	5,687	(5,687)	- %

The overspending on Goods and Services is due to the misclassification of budget between goods and services and transfers and subsidies under-programme 6..
The underspending on Non-Profit Institution Transfers and Subsidies relates to misclassification of budget between goods and services and transfers and subsidies under programme 6.
The Transfers to Provinces and Municipalities underspent due to that the department procured less vehicles than antincipated.
The Transfers to Households overspent due to the payment of leave gratuities resulting from high number of terminations.
The underspending on Payments for Capital Assets relates to programme 6. The department had to defer some capital projects and prioritise maintenance projects resulting from storm damage projects.
The Machinery and equipment overspent due to procurement of tools of trade for newly appointed staff.

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4.3 Per conditional grant

	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R,000	R,000	R,000	%
Education Infrastructure Grant	1,310,894	1,299,261	11,633	1 %
HIV/AIDS (Lifeskills Education) Grant	18,980	18,459	521	3 %
Learners with Profound Intellectual Disabillity Grant	33,842	33,462	380	1 %
Maths, Science and Technology Grant	47,232	42,380	4,852	10 %
National School Nutrition Programme Grant	956,416	955,063	1,353	- %
Expanded Public Works Programme Grant	2,074	1,965	109	5 %
Social Sector Expanded Public Works Programme Grant	1,872	1,776	96	5 %
Early Childhood Development Grant (ECD)	123,659	115,998	7,661	6 %

The Infrastructure Grant underspent due to maintenance projects which could not be finalised at year-end by the implementing agent.
The HIV/AIDS (Lifeskills Education) Grant underspent due to operational activities invoices not processed at year end. A rollover request was made to Provincial Treasury.
The Maths, Science and Technology Grant underspent due to the delay in processing of invoices by suppliers. A roll over request was made to the Provincial Treasury.
The Expanded Public Works Programme Grant underspent due to the fact that the Data Captures were contracted in the middle of the financial year.
The Social Sector Expanded Public Works Programme Grant underspent because all their activities were implemented within the 95% spending.
The Early Childhood Development Grant under- expenditure was caused by delays from implementing agent, which hindered the department ability to spend allocated funds in a timely manner. A roll over was requested from Provincial Treasury.

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Statement of Financial Performance

	Note(s)	2024/2025 R,000	2023/2024 R,000
Revenue			
Annual appropriation	1	26,642,092	25,306,556
Expenditure			
Current expenditure			
Compensation of employees	3	21,008,444	19,735,037
Goods and services	4	2,992,352	2,380,460
Interest and rent on land	5	64	58
Total current expenditure		**24,000,860**	**22,115,555**
Transfers and subsidies			
Transfers and subsidies	7	1,690,216	2,149,650
Expenditure for capital assets			
Tangible assets	8	798,224	882,521
Payments for financial assets	6	5,687	7,924
Total expenditure		**26,494,987**	**25,155,650**
Surplus for the year		**147,105**	**150,906**
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds			
Annual appropriation		120,500	128,689
Conditional grants		26,605	22,217
		147,105	**150,906**

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Statement of Financial Position as at March 31, 2025

	Note(s)	2024/2025 R,000	2023/2024 R,000
Assets			
Current Assets			
Cash and cash equivalents	9	9,923	21,387
Prepayments and advances	10	18,271	-
Receivables	11	29,506	29,281
		57,700	**50,668**
Non-Current Assets			
Receivables	11	4,470	1,892
Total Assets		**62,170**	**52,560**
Liabilities			
Current Liabilities			
Voted funds to be surrendered to the Revenue Fund	12	854,498	858,301
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	14	5,995	3,143
Payables	15	18,009	7,588
		878,502	**869,032**
Total Liabilities		**878,502**	**869,032**
		(816,332)	**(816,472)**
Represented by:			
Recoverable revenue		428	288
Unauthorised expenditure		(816,760)	(816,760)
Total		**(816,332)**	**(816,472)**

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Statement of Changes in Net Assets

	Note	2024/2025 R,000	2023/2024 R,000
Recoverable revenue			
Opening balance		288	365
Transfers:			
Recoverable revenue written off	6.1	5,687	7,924
Debts revised		(5,687)	(7,924)
Debts recovered (incl in dept revenue)		(143)	(77)
Debts raised		283	-
Closing balance		**428**	**288**
Unauthorised expenditure			
Opening balance		(816,760)	(816,760)
Total		**(816,332)**	**(816,472)**

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Cash Flow Statement

	Note(s)	2024/2025 R,000	2023/2024 R,000
Cash flows from operating activities			
Receipts			
Annual appropriated funds received	1.1	26,642,092	25,306,556
Departmental revenue received	2	29,430	26,134
Interest received	2.2	26,473	20,828
		26,697,995	**25,353,518**
Net (increase)/ decrease in working capital		(8,075)	(603)
Surrendered to Revenue Fund		(204,186)	(380,558)
Current payments		(24,000,796)	(22,115,497)
Interest paid	5	(64)	(58)
Payments for financial assets		(5,687)	(7,924)
Transfers and subsidies paid		(1,690,216)	(2,149,650)
Net cash flow available from operating activities	16	**788,971**	**699,228**
Cash flows from investing activities			
Payments for capital assets	8	(798,224)	(882,521)
Proceeds from sale of capital assets	2.3	227	1,005
(Increase)/ decrease in non-current receivables	11	(2,578)	(735)
Net cash flows from investing activities		**(800,575)**	**(882,251)**
Cash flows from financing activities			
Increase/ (decrease) in net assets		140	(78)
Net increase/ (decrease) in cash and cash equivalents		(11,464)	(183,101)
Cash and cash equivalents at beginning of year		21,387	204,488
Cash and cash equivalents at the end of the year	17	**9,923**	**21,387**

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Accounting Policies

Summary of significant accounting policies

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

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

Where appropriate and meaningful, additional information has been disclosed to enhance the usefulness of the financial statements and to comply with the statutory requirements of the , and the Treasury Regulations issued in terms of the PFMA and the annual Division of Revenue Act.

1. Basis of preparation

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

2. Going concern

The financial statements have been prepared on a going concern basis.

3. Presentation currency

Amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department.

4. Rounding

Unless otherwise stated financial figures have been rounded to the nearest one thousand Rand (R '000 '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 financial statements. Where necessary figures included in the prior period financial statements have been reclassified to ensure that the format in which the information is presented is consistent with the format of the current year's financial statements.

6.2 Current year comparison with budget

A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.

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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 financial statements on the date of receipt and are measured at fair value.

Any amount owing to the relevant revenue fund at the reporting date is recognised as a payable in the statement of financial position.

7.3 Accrued departmental revenue

Accruals in respect of departmental revenue (excluding tax revenue) are recorded in the notes to the financial statements when:

- it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and
- the amount of revenue can be measured reliably.

The accrued revenue is measured at the fair value of the consideration receivable.

Accrued tax revenue (and related interest and / penalties) is measured at amounts receivable from collecting agents.

Write-offs are made according to the department's debt write-off policy.

8. Expenditure

8.1 Compensation of employees

8.1.1 Salaries and wages

Salaries and wages are recognised in the statement of financial performance on the date of payment.

8.1.2 Social contributions

Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment.

Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.

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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 financial statements on the date of transfer and are measured at cost or fair value.

8.3 Accruals and payables not recognised

Accruals and payables not recognised are recorded in the notes to the financial statements at cost or fair value at the reporting date.

8.4 Leases

8.4.1 Operating leases

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

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

8.4.2 Finance leases

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

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

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

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

9. Aid assistance

9.1 Aid assistance received

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

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

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

9.2 Aid assistance paid

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

10. Cash and cash equivalents

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

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

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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.

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

12. 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 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 financial statements at cost or fair value where the cost cannot be determined reliably. Immovable assets acquired in a non-exchange transaction are recorded at fair value at the date of acquisition. Immovable assets are subsequently carried in the asset register at cost and are not currently subject to depreciation or impairment.

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

Additional information on immovable assets not reflected in the assets register is provided in the notes to financial statements.

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Accounting Policies

16. Capital assets (continued)

16.2 Movable capital assets

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

Where the cost of movable capital assets cannot be determined reliably, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R 1.

All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.

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

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 financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition.

Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project.

Where the cost of intangible assets cannot be determined reliably, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R 1.

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

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 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 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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Accounting Policies

17. Provisions and contingents (continued)

17.3 Contingent assets

Contingent assets are recorded in the notes to the financial statements when a possible asset arises from past events, and whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department.

17.4 Capital commitments

Commitments (other than for transfers and subsidies) are recorded at cost in the notes to the 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 asssets until such time as the expenditure is either:

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

Unauthorised expenditure recorded in the notes to the financial statements comprise of:

- unauthorised expenditure that was under assessment in the previous financial year;
- unauthorised expenditure relating to previous financial year and identified in the current year; and
- unauthorised expenditure incurred in the current year.

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 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 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 policies, 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 policies, 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 financial statements. The events after the reporting date that are classified as non-adjusting events after the reporting date have been disclosed in the notes to the financial statements.

23. Principal-Agent arrangements

The department is party to a principal-agent arrangement for procurement and distribution of LTSM (Learner, teacher support Materials). In terms of the arrangement the department is the principal and is responsible for procurement and distribution of LTSM (Learner, tearcher support materials) . All related revenues, expenditures, assets and liabilities have been recognised or recorded in terms of the relevant policies listed herein. Additional disclosures have been provided in the notes to the financial statements where appropriate.

24. 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.

25. Related party transactions

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

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

26. 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.

27. 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.

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Notes to the Financial Statements

	Note	2024/2025 R '000	2023/2024 R,000

1. Annual appropriation

1.1 Annual appropriation

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

	2024/2025		2023/2024	
	Final budget	Actual funds received	Final budget	Appropriation received
	R,000	R,000	R,000	R,000
Programmes				
Administration	1,642,182	1,642,182	1,502,577	1,502,577
Public Ordinary Schools Education	21,458,090	21,458,090	20,065,267	20,065,267
Independent Schools Subsidies	24,228	24,228	23,296	23,296
Public Special Schools Education	504,885	504,885	472,550	472,550
Early Childhood Development	1,045,843	1,045,843	956,257	956,257
Infrastructure Development	1,487,300	1,487,300	1,282,185	1,282,185
Examination and Education Related Services	479,564	479,564	1,004,424	1,004,424
Total	**26,642,092**	**26,642,092**	**25,306,556**	**25,306,556**

1.2 Conditional grants**

Total grants received	33	2,494,969	2,115,248

2. Departmental revenue

Sales of goods and services other than capital assets	2.1	21,995	21,212
Interest, dividends and rent on land	2.2	26,473	20,828
Sales of capital assets	2.3	227	1,005
Transactions in financial assets and liabilities	2.4	7,435	4,922
Total revenue collected		**56,130**	**47,967**
Less: Own revenue included in appropriation	14	56,130	47,967
Departmental revenue collected		**-**	**-**

2.1 Sales of goods and services other than capital assets

Sales by market establishment	676	760
Other sales	21,319	20,452
Sales of goods and services produced by the department	**21,995**	**21,212**

2.2 Interest, dividends and rent on land

Interest	26,473	20,828

2.3 Sales of capital assets

Tangible assets		
Machinery and equipment	227	1,005

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	Note(s)	2024/2025 R '000	2023/2024 R,000
2. Departmental revenue (continued)			
2.4 Transactions in financial assets and liabilities			
Receivables		636	296
Other receipts including recoverable revenue		6,799	4,626
Total	2	**7,435**	**4,922**
2.5 Transfers received			
2.5.1 Gifts, donations and sponsorships received in-kind (not included in the main note or sub note)			
Donations		375	-

Vodacom SA donated ICT Equipment (Laptops) to the Department with the value of R375 000.00.

3. Compensation of employees			
3.1 Salaries and wages			
Basic salary		15,247,881	14,366,010
Performance award		11,183	9,818
Service based		37,249	31,327
Compensative/circumstantial		291,339	267,629
Periodic payments		2,667	2,336
Other non-pensionable allowances		2,179,418	2,069,204
Total		**17,769,737**	**16,746,324**

Other Non-Pensionable allowances comprise of capital remuneration,housing allowances as well as structured and non-structure service bonuses paid.

3.2 Social contributions			
Employer contributions			
Pension		1,959,611	1,841,595
Medical		1,265,298	1,138,120
Bargaining council		1,559	1,483
Official unions and associations		4,658	4,363
Insurance		7,581	3,152
Total		**3,238,707**	**2,988,713**
Total compensation of employees		**21,008,444**	**19,735,037**
Average number of employees		40,849	40,524

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	Note(s)	2024/2025 R '000	2023/2024 R,000
4. Goods and services			
Administrative fees		82,567	43,916
Advertising		983	1,147
Minor assets	4.1	302	1,272
Bursaries (employees)		5,653	10,614
Catering		34,850	27,232
Communication		56,786	90,192
Computer services	4.2	31,772	51,266
Consultants: Business and advisory services		23,541	2,131
Legal services		3,946	3,451
Contractors		197,725	94,914
Agency and support / outsourced services		769,186	706,902
Audit cost - external	4.3	18,860	11,972
Fleet services		15,649	15,741
Inventory	4.4	705,773	579,814
Consumables	4.5	34,793	26,265
Operating leases		94,274	74,487
Property payments	4.6	598,303	329,214
Rental and hiring		2,571	1,439
Transport provided as part of the departmental activities		15,477	17,615
Travel and subsistence	4.7	162,839	153,490
Venues and facilities		67,998	66,089
Training and development		5,931	25,258
Other operating expenditure	4.8	62,573	46,039
Total		**2,992,352**	**2,380,460**

Other operating expenditure materially consists of Laundry Services, Courier Services, Insurance Premiums, Printing and Publications and Professional Bodies Membership Fees.

4.1 Minor assets

Tangible assets		
Machinery and equipment	302	1,272

4.2 Computer services

SITA computer services	31,301	51,266
External computer service providers	471	-
Total	**31,772**	**51,266**

4.3 Audit cost - external

Regularity audits	18,860	11,972

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	Note(s)	2024/2025 R '000	2023/2024 R,000
4. Goods and services (continued)			
4.4 Inventory			
Learning and teaching support material		580,666	482,359
Other supplies	4.4.1	125,107	97,455
Total	4	**705,773**	**579,814**
4.4.1 Other supplies			
Assets for distribution			
Machinery and equipment		107,957	80,825
Other		17,150	16,630
Total	4.4	**125,107**	**97,455**

Other materially consists of laboratory supplies paid and distributed to schools.

4.5 Consumables			
Uniform and clothing		1,000	644
Household supplies		15,077	8,191
Building material and supplies		2,295	3,664
IT consumables		1,877	1,886
Other consumables		3,606	4,894
Consumable supplies		**23,855**	**19,279**
Stationery, printing and office supplies		10,938	6,986
Total	4	**34,793**	**26,265**

Other Consumables consists of medical supplies, medical kit and gifts & awards

4.6 Property payments			
Municipal services		40,299	37,411
Property maintenance and repairs		552,755	284,662
Other		5,249	7,141
Total	4	**598,303**	**329,214**

Other property payments consist of Garden Services, Cleaning Services and Fumigation Services.

4.7 Travel and subsistence			
Local		162,564	153,227
Foreign		275	263
Total	4	**162,839**	**153,490**

4.8 Other operating expenditure			
Professional bodies, membership and subscription fees		245	200
Resettlement costs		2,989	2,528
Other		59,339	43,311
Total	4	**62,573**	**46,039**

Other operating expenditure consists laundry services, non-life insurance premiums, printing and publication services paid.

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	Note(s)	2024/2025 R '000	2023/2024 R,000
5. Interest and rent on land			
Interest paid		64	58
6. Payments for financial assets			
Debts written off	6.1	5,687	7,924

Debts amounting to R 5 687 000.00 were written- off after saving was realised by the department on Legal Advice Services

6.1 Debts written off

Nature of debts written off

Other debt written off		
Other Debts written off.	5,687	7,924

7. Transfers and subsidies

Provinces and municipalities	34	255	249
Departmental agencies and accounts	Annexure 1B	5,000	5,000
Non-profit institutions	Annexure 1F	1,503,777	1,976,345
Households	Annexure 1G	181,184	168,056
Total		**1,690,216**	**2,149,650**

8. Expenditure for capital assets

Tangible capital assets			
Buildings and other fixed structures	29	769,320	863,821
Machinery and equipment	27	28,904	18,700
		798,224	**882,521**

8.1 Analysis of funds utilised to acquire capital assets - 2024/2025

	Voted funds	Total
	R,000	R,000
Tangible capital assets		
Buildings and other fixed structures	769,320	769,320
Machinery and equipment	28,904	28,904
	798,224	**798,224**

8.2 Analysis of funds utilised to acquire capital assets - 2023/2024

	Voted funds	Total
	R,000	R,000
Tangible capital assets		
Buildings and other fixed structures	863,821	863,821
Machinery and equipment	18,700	18,700
	882,521	**882,521**

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	Note(s)	2024/2025 R '000	2023/2024 R,000
9. Cash and cash equivalents			
Consolidated paymaster general account		24,474	23,173
Disbursements		(14,551)	(1,786)
Total		**9,923**	**21,387**
10. Prepayments and advances			
Advances paid (Not expensed)	10.1	18,271	-
Analysis of total prepayments and advances			
Analysis of total prepayments and advances			
Current prepayments and advances		18,271	-

10.1 Advances paid (Not expensed)

	Note	Balance as at April 1, 2024	Less: Amount expensed in current year	Add/Less: Other	Add: Current year advances	Balance as at March 31, 2025
		R,000	R,000	R,000	R,000	R,000
Public entities		-	(160,355)	(22,639)	201,265	18,271

The R22 639 000.00 was returned to the department by the implementing agent (DBSA). At the end of the financial year balances amounting to R8 074 000.00 (DBSA) & R10 197 000.00 (IDT) were remaining on the advances that were paid to them for implementing maintanance projects.

10.2 Advances paid (Expensed)

	Balance as at April 1, 2024	Less: Received in the current year
	R,000	R,000
Public entities	241	(241)

The Department has expensed advances as it is material and was budgeted for as an expense in the year in which the actual advance was made.

	Balance as at April 1, 2023	Less: Received in the current year	Add: Current year advances	Amount as at March 31, 2024
	R,000	R,000	R,000	R,000
Public entities	-	(201,037)	201,278	241

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	Note(s)	2024/2025 R '000	2023/2024 R,000

11. Receivables

		2024/2025			2023/2024		
	Note	Current	Non-current	Total	Current	Non-current	Total
		R,000	R,000	R,000	R,000	R,000	R,000
Claims recoverable	11.1	12,725	-	12,725	7,325	-	7,325
Recoverable expenditure	11.2	1,629	845	2,474	-	623	623
Staff debt	11.3	9,990	3,625	13,615	14,338	1,269	15,607
Other receivables	11.4	5,162	-	5,162	7,618	-	7,618
Total		**29,506**	**4,470**	**33,976**	**29,281**	**1,892**	**31,173**

11.1 Claims recoverable

National departments		36	35
Provincial departments		12,689	7,289
Total	11	**12,725**	**7,324**

11.2 Recoverable expenditure

Supplier Debts		845	623
Other Debtors		1,629	-
Total	11	**2,474**	**623**

11.3 Staff debt

Employees		4,288	1,810
Ex-employees		9,327	13,797
Total	11	**13,615**	**15,607**

11.4 Other receivables

Fruitless and wasteful expenditure		250	250
Sal: Deduction Disall Acc: CA		16	11
Sal: Reversal Control: CA		1,155	1,915
Sal: Tax Debt: CA		3,741	3,637
Sal: Medical Aid		-	366
Sal: GEHS Refund Control Acc		-	1,439
Total	11	**5,162**	**7,618**

Other receivables consist of Sal:Medical Aid, Sal:ACB Recalls, Sal: Tax Debt, Sal:Reversal Control Acc, Sal: Deduction and Fruitless and Wasteful Expenditure

11.5 Impairment of receivables

Estimate of impairment of receivables	5,444	8,026

The Methodology used by the department to calculate impairment is based on the probability of recovarability over three years and the Prescription Act.

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	Note(s)	2024/2025 R '000	2023/2024 R,000
12. Voted funds to be surrendered to the Revenue Fund			
Opening balance		858,301	1,029,011
Transferred from statement of financial performance (as restated)		147,105	150,906
Paid during the year		(150,908)	(321,616)
Closing balance		**854,498**	**858,301**
12.1 Reconciliation of unspent conditional grants			
Opening balance		22,217	-
Total conditional grants received	1.2	2,494,969	2,115,248
Total conditional grants spent		(2,468,364)	(2,093,031)
Unspent conditional grants to be surrendered		**48,822**	**22,217**
Approved for rollover		(16,938)	-
Not approved for rollover		(5,279)	-
Less: Paid to the Provincial Revenue Fund by Provincial department		**(22,217)**	**-**
Closing balance	12	**26,605**	**22,217**
13. Statutory Appropriation to be surrendered to the Revenue Fund			
14. Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund			
Opening balance		3,143	14,118
Own revenue included in appropriation	2	56,130	47,967
Paid during the year		(53,278)	(58,942)
Closing balance		**5,995**	**3,143**
15. Payables - current			
Clearing accounts	15.1	13,870	5,933
Other payables	15.2	4,139	1,655
Total		**18,009**	**7,588**
15.1 Clearing accounts			
Sal: Bargaining Councils		21	36
Sal: Pension Fund		220	753
Sal:GEHS Refund Control		122	-
Sal: Official Unions		5	12
Sal: Income Tax		4,304	5,023
Sal: Garnishee		175	109
Sal Medical Aid		9,023	-
Total	15	**13,870**	**5,933**
15.2 Other payables			
Sal : ACB Recalls		4,070	1,645
Over-Recoveries on Receivables: Debts with credit Balances		69	10
Total	15	**4,139**	**1,655**

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	Note(s)	2024/2025 R '000	2023/2024 R,000
16. Net cash flow available from operating activities			
Net surplus as per Statement of Financial Performance		147,105	150,906
Add back non cash/ cash movements not deemed operating activities			
(Increase)/ decrease in receivables		(225)	1,073
(Increase)/ decrease in prepayments and advances		(18,271)	-
Increase/ (decrease) in payables – current		10,421	(1,676)
Proceeds from sale of capital assets		(227)	(1,005)
Expenditure on capital assets		798,224	882,521
Surrenders to Revenue Fund		(204,186)	(380,558)
Own revenue included in appropriation		56,130	47,967
Net cash flow generated by operating activities		**788,971**	**699,228**
17. Reconciliation of cash and cash equivalents for cash flow purposes			
Consolidated paymaster general account		24,474	23,173
Disbursements		(14,551)	(1,786)
Total		**9,923**	**21,387**

18. Contingent liabilities and contingent assets

18.1 Contingent liabilities

Liable to	**Nature**			
Housing loan guarantees	Employees	Annexure 3A	178	178
Claims against the department		Annexure 3B	188,213	162,153
Total			**188,391**	**162,331**

The general nature of the claims against the department relate to violation of section 60 of South African Schools Act, which includes injuries sustained in school premises and injuries sustained in school activities, Assault by fellow learner, Assault by Police and Assault by Educator (Generally, it is a vicarious liability).
The department could not determine best estimate for 43 claims, relating Non-payment of service provinders,Section 60 claims and Labour related matters becuase it was not practicale and therefore the summons amount was deemed as best estimate.The amount and timing of the possible outflow depends or is determined by the court outcome.

19. Capital commitments

Buildings and other fixed structures	331,938	442,788

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	Note(s)	2024/2025 R '000	2023/2024 R,000

20. Accruals and payables not recognised

20.1 Accruals

	2024/2025			2023/2024
	30 Days R,000	30+ Days R,000	Total R,000	Total R,000
Listed by economic classification				
Goods and services	15,459	31,386	46,845	18,161
Capital assets	1,185	3,683	4,868	277
Total	**16,644**	**35,069**	**51,713**	**18,438**

Listed by programme level		
Admistration	28,638	16,957
Public Ordinary Schools Education	484	77
Public Special Schools Education	113	89
Early Childhood Develpment	5	42
Infrastructure Development	12,776	277
Examination and Education Related Services	9,697	209
Independent Schools	-	787
Total	**51,713**	**18,438**

20.2 Payables not recognised

	2024/2025			2023/2024
	30 Days R,000	30+ Days R,000	Total R,000	Total R,000
Listed by economic classification				
Goods and services	34,220	6,108	40,328	153,576
Capital assets	20,478	4,527	25,005	171,302
Total	**54,698**	**10,635**	**65,333**	**324,878**

Listed by programme level		
Admistration	13,710	41,996
Public Ordinary Schools Education	8,192	108,546
Infrastructure Development	43,014	171,303
Examination and Education Related Services	417	3,033
Total	**65,333**	**324,878**

Included in the above totals are the following:

Confirmed balances with other departments	Annexure 5	8,775	1,043

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	Note(s)	2024/2025 R '000	2023/2024 R,000

21. Employee benefits

Leave entitlement	198,043	178,958
Service bonus (Thirteenth cheque)	661,537	627,477
Capped leave	776,987	875,715
Other	42,850	19,818
Total	**1,679,417**	**1,701,968**

Other materially includes Long Service Awards and Leave Gratuities. At this stage the department is not able to reliably measure the long term portion of the long service awards.

22. Lease commitments

22.1 Operating leases

2024/2025

	Buildings and other fixed structures	Machinery and equipment	Total
	R,000	R,000	R,000
Not later than 1 year	54,503	21,104	75,607
Later than 1 year and not later than 5 years	137,324	25,279	162,603
Later than five years	680,785	-	680,785
Total lease commitments	**872,612**	**46,383**	**918,995**

2023/2024

	Buildings and other fixed structures	Machinery and equipment	Total
	R,000	R,000	R,000
Not later than 1 year	42,403	1,986	44,389
Later than 1 year and not later than 5 years	113,418	2,526	115,944
Later than five years	314,802	-	314,802
Total lease commitments	**470,623**	**4,512**	**475,135**

The escalation clauses of the 31 farm schools leased by the department range from 0%-10%. The average monthly rental of the 667 Photocopiers Leased by the department is R2637.00. The escalation clauses of the 18 office buildings leased by the department range from 5% to 10%. Some of the lease contracts has a renewal option when the contract expire. No improvements or additions may be undertaken without prior consultation and written permission by the Lessor. If such is done a separate agreement should be entered to.

23. Unauthorised, Irregular and Fruitless and wasteful expenditure

Irregular expenditure	263,870	414,601
Fruitless and wasteful expenditure	77	755
Total	**263,947**	**415,356**

Information on any criminal or disciplinary steps taken as a result of unauthorised expenditure, irregular expenditure and fruitless and wasteful expenditure is included in the annual report under the PFMA Compliance Report.

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	Note(s)	2024/2025 R '000	2023/2024 R,000

24. Related party transactions

Payments made

Goods and services		3,142	-

In kind goods and services provided/received

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

MDoE Director HRD Seconded to act as CEO at MRRT		444	-

List related party relations and nature thereof

Departmental Entities:

Common Control	Mpumalanga Regional Training Trust (MRTT)
Common Control	Mpumalanga Innovation and Skills Hub (MISH)
Common Control	Royal Hotel Pelgrims Rest

1. The Department has an Entity (The Mpumalanga Regional Training Trust) MRTT gazzeted into its appropriation as part of the means allocated to achieve its legislated mandate. The department enters into a shareholders compact with the board of this agency.
2. The Mpumalanga Innovation and Skills Hub is a subsidiary of Mpumalanga Regional Trainning Trust, which assist MRTT in fulfiling its mandate.

In Kind goods and services received:
The Mpumalanga Department of public works roads and transport provides the department of education with office accommodation at the Ikhamaga building for free of charge.

All departments are related and the above note is disclosed as additional information in line with treasury TR 21.2.4

25. Key management personnel

Political office bearers (provide detail below)	2,233	2,156
Officials	15,711	13,564
Family members of key management personnel	4,548	3,390
Total	**22,492**	**19,110**

26. Provisions

Provision of Doubtful Debts	2,765	2,118
Retention	20,163	23,441
Total	**22,928**	**25,559**

26.1 Reconciliation of movement in provisions - 2024/2025

	Doubtful Debts	Retention	Total provisions
	R,000	R,000	R,000
Opening balance	2,118	23,441	25,559
Increase in provision	647	(3,278)	(2,631)
Closing balance	**2,765**	**20,163**	**22,928**

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	Note(s)	2024/2025 R '000	2023/2024 R,000

26. Provisions (continued)

26.2 Reconciliation of movement in provisions - 2023/2024

	Doubtful Debts	Retention	Total provisions
	R,000	R,000	R,000
Opening balance	3,006	31,232	34,238
Increase in provision	(888)	(7,791)	(8,679)
Closing balance	**2,118**	**23,441**	**25,559**

Provision for doubtful debts are as a result of long outstanding receivables which the department found difficult to collect.

Provisions for retention fees are amounts withheld as retention for infrastructure projects,not certified as complete.

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	Note(s)	2024/2025 R '000	2023/2024 R,000

27. Movable tangible capital assets

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

	Opening balance	Additions	Disposals	Closing balance
	R,000	R,000	R,000	R,000
Machinery and equipment				
Transport assets	59,499	4,859	2,359	61,999
Computer equipment	97,246	18,779	2,416	113,609
Furniture and office equipment	30,519	5,451	343	35,627
Other machinery and equipment	13,836	189	99	13,926
	201,100	**29,278**	**5,217**	**225,161**

R375 000.00 of computer equipment are non-cash additions.

Movable tangible capital assets under investigation

	Number	Value R,000
Included in the above total of the movable tangible capital assets per the asset register are assets that are under investigation:		
Machinery and equipment	399	3,336

These are assets that were not verified at 31 March 2025 and are being investigated.

27.1 Movement for 2023/2024

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

	Opening balance	Additions	Disposals	Closing balance
	R,000	R,000	R,000	R,000
Machinery and equipment				
Transport assets	59,319	872	692	59,499
Computer equipment	85,012	14,256	2,022	97,246
Furniture and office equipment	28,200	2,529	210	30,519
Other machinery and equipment	13,263	717	144	13,836
	185,794	**18,374**	**3,068**	**201,100**

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27. Movable tangible capital assets (continued)

27.2 Minor assets

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

	Machinery and equipment	Total
	R,000	R,000
Opening balance	55,608	55,608
Additions	302	302
Disposals	1,263	1,263
Total minor capital assets	**54,647**	**54,647**

	Machinery and equipment	Total
	R,000	R,000
Number of minor assets at cost	35,826	35,826

Notes to the Financial Statements

27. Movable tangible capital assets (continued)

Minor capital assets under investigation

	Number	Value R,000
Included in the above total of the minor capital asets per the asset register are assets that are under investigation:		
Machinery and equipment	3,261	5,660

These are Minor Assets were not verified as at 31 March 2025 and are being investigated.

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

	Other machinery and equipment	Total
	R,000	R,000
Opening balance	55,124	55,124
Additions	1,271	1,271
Disposals	787	787
Total minor capital assets	**55,608**	**55,608**

	Other machinery and equipment	Total
	R,000	R,000
Number of minor assets at cost	37,130	37,130

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	Note(s)	2024/2025 R '000	2023/2024 R,000

28. Intangible capital assets

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

	Opening balance	Closing balance
	R,000	R,000
Software	3,844	3,844

28.1 Movement for 2023/2024

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

	Opening balance	Closing balance
	R,000	R,000
Software	3,844	3,844

29. Immovable tangible capital assets

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

	Opening balance	Additions	Closing balance
	R,000	R,000	R,000
Buildings and other fixed structures			
Dwellings	637,845	126,357	764,202
Non-residential buildings	3,030,897	692,292	3,723,189
	3,668,742	**818,649**	**4,487,391**

Dwellings amounting R13 250 000.00 were received in the prior year and paid during the current period and R1 333 000.00 were received in current year but not paid.

Immovable tangible capital assets under investigation

	Number	Value R,000
Included in the above total of the immovable tangible capital assets per the asset register are assets that are under investigation:		
Buildings and other fixed structures	130	27,442

This mobile classrooms were not verified as at 31 March 2025 and are under investigation.

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	Note(s)	2024/2025 R '000	2023/2024 R,000

29. Immovable tangible capital assets (continued)

29.1 Movement for 2023/2024

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

	Opening balance	Prior period error	Additions	Closing balance
	R,000	R,000	R,000	R,000
Buildings and other fixed structures				
Dwellings	561,535	(2,545)	78,855	637,845
Non-residential buildings	2,572,809	(220,745)	678,833	3,030,897
	3,134,344	**(223,290)**	**757,688**	**3,668,742**

29.1.1 Prior period error

	Note	2023/2024 R,000
Nature of prior period error		
Non-Residential buildings to 2023/2024 (affecting the opening balance)		(220,745)
Dwellings to 2023/2024 (affecting opening balance)		(2,545)
		(223,290)

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	Note(s)	2024/2025 R '000	2023/2024 R,000

29. Immovable tangible capital assets (continued)

29.2 Immovable tangible capital assets: Capital work-in-progress

Capital work-in-progress as at March 31, 2025

	Note	Opening balance	Current year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance
		R,000	R,000	R,000	R,000
Buildings and other fixed structures		641,818	631,047	692,292	580,573

Payables not recognised relating to capital work-in-progress

[Amounts relating to progress certificates received but not paid at year end and therefore not included in capital work-in-progress]	25,005	171,302

Capital work-in-progress as at March 31, 2024

	Note	Opening balance	Prior period error	Current year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance
		R,000	R,000	R,000	R,000	R,000
Buildings and other fixed structures		549,202	(26,140)	797,589	678,833	641,818

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	Note(s)	2024/2025 R '000	2023/2024 R,000

30. Principal-agent arrangements

30.1 Department acting as the principal

Bongani Rainmaker for Delivery of LTSM	53,287	19,880
DBSA	5,320	6,495
IDT	13,562	8,503
Total	**72,169**	**34,878**

The Department made use of the Services of Bongani Rainmaker as a project management (PMU) which procured and distributed Learning and Teaching Support Materials to Schools in the Province on behalf of the Department during the financial year. The significant risk and rewards is that the project management uni (PMU) manage the entire value chain from sourcing to distribution. The department pays management fee of 12.75% to the value of each procurement once all processes (i.e collecting data, procurement and distribution) has been fulfilled. There were no changes that occured during the reporting period.
The Department made use of DBSA as implementing agent for implementing maintanance projects for the Department. The department pays management handling fees of 8.2% ofhe value of the project.
The Department made use of IDT as implementing agent for implementing maintanance projects for the department. The department pays management fees of 10% the value of the project.

There are no resource or cost implications for the principal if the principal-agent arrangement is terminated.

There are resources that are under the custodianship of the agent (DBSA R8 074 000.00 and IDT R10 197 000.00)

31. Changes in accounting estimates and Changes in accounting policies

31.1 Changes in accounting estimates

During the year the following changes were made to the estimations employed in the accounting for transactions, assets, liabilities, events and circumstances:

	Value derived using the original estimate R,000	Value derived using amended estimate R,000	R-value impact of change in estimate R,000
Accounting estimate change 1:			
Lease Commitment change in Accounting estimate	429,339	771,204	(341,865)

There has been a change on the estimation of lease term for farm schools from fixed 15 years to a revised estimation of the remaining useful life of each farm school or respective farm school. The amount of the effect in future periods is not disclosed because estimating it is impracticable.

32. Prior period errors

32.1 Correction of prior period errors

2023/2024

Maintanance projects incorrectly classfied as capital..

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	Note(s)	2024/2025 R '000	2023/2024 R,000

32. Prior period errors (continued)

	Note	Amount bef error correction	Prior period error	Restated amount
		R,000	R,000	R,000
Assets				
Immovable Tangible Assets		3,251,641	(220,745)	3,030,896
Dwellings		640,390	(2,545)	637,845
Capital Work-in-Progress		667,958	(26,140)	641,818
Net effect		**4,559,989**	**(249,430)**	**4,310,559**

Maintanance projects which were completed and incorrectly classfied as capital (Immovable Asset). Incorrectly not capitalised when the asset was received not paid in (2023/2024) (Dwellings).

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33. Statement of conditional grants received

	Grant allocation				Spent			2023/2024	
Name of grant	Division of Revenue Act/ Provincial Grants	Roll Overs	Total Available	Amount received by department	Amount spent by department	Under / (Overspen-ding)	% of available funds spent by department	Division of Revenue Act	Amount spent by department
	R,000	R,000	R,000	R,000	R,000	R,000	%	R,000	R,000
HIV/AIDS	18,980	-	18,980	18,980	18,459	521	97 %	16,580	16,580
NSNP	942,928	13,488	956,416	956,416	955,063	1,353	100 %	888,520	871,529
INFRASTRUCTURE GRANT	1,310,894	-	1,310,894	1,310,894	1,299,261	11,633	99 %	1,027,052	1,026,812
MATHS, SCIENCE GRANT	44,814	2,418	47,232	47,232	42,380	4,852	90 %	39,180	36,752
EPWP SOCIAL SECTOR GRANT	1,872	-	1,872	1,872	1,776	96	95 %	2,746	2,746
INTELECTIUAL DISABILITY GRANT	32,810	1,032	33,842	33,842	33,462	380	99 %	34,403	33,371
EPWP INTEGRATED GRANT	2,074	-	2,074	2,074	1,965	109	95 %	1,943	1,943
ECD GRANT	123,659	-	123,659	123,659	115,998	7,661	94 %	104,824	103,298
	2,478,031	**16,938**	**2,494,969**	**2,494,969**	**2,468,364**	**26,605**		**2,115,248**	**2,093,031**

All Transfers in terms of this ACT were deposited in the primary Bank Account of the Province.

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34. Statement of conditional grants paid to the provinces

	Grant allocation		Transfer	2023/2024	
Name of Grant	Division of Revenue Act	Total Available	Actual Transfer	Division of Revenue Act	Actual Transfer
	R,000	R,000	R,000	R,000	R,000
Summary by province					
Mpumalanga	496	496	255	496	249

The Department of Community Safety, Security & Liaison took over payment of motor vehicle licensing from Municipalities, previously the department disclosed the transfers under statement of Conditional Grants and other transfers paid to Municipalities.

35. Broad based black economic empowerment performance

Information on compliance with the B-BBEE Act is included in the annual report under the section titled B-BBEE Compliance Performance Information.

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Annexures to the Financial Statements - Unaudited

Annexure 1B

Unaudited Statement of transfers to Departmental Agencies and Accounts

	Transfer allocation		Transfer		2023/2024	
Departmental Agency/ Account	Adjusted budget	Total available	Actual transfer	% of Available funds transferred	Final budget	Actual transfer
	R,000	R,000	R,000	%	R,000	R,000
ETDP SETA - Skills Development Levy	5,000	5,000	5,000	100 %	5,000	5,000

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Annexures to the Financial Statements - Unaudited

Annexure 1F

Unaudited Statement of transfers to non-profit institutions

	Transfer allocation		Expenditure		2023/2024	
Non-profit institutions	Adjusted budget	Total available	Actual transfer	% of Available funds transferred	Final budget	Actual transfer
	R,000	R,000	R,000	%	R,000	R,000
Transfers						
Mpumalanga Regional Training Trust- (MRTT)	86,994	86,994	87,461	101 %	93,371	84,549
Public Ordinary Schools	19,418	19,418	19,791	102 %	36,106	14,861
HIV & AIDS	13,090	13,090	13,090	100 %	12,638	12,674
NSNP	157,640	157,640	156,904	100 %	147,304	146,480
EPW Social Sector Grant	1,415	1,415	1,310	93 %	2,570	2,583
Infrastructure Grant	251,146	251,146	-	- %	-	1,110
Admistration	1,300	1,300	1,300	100 %	700	700
Infrastructure Development EPWP Intergranted	-	-	762	- %	11,190	1,943
Early Childhood Development Grant	111,959	111,959	105,516	94 %	94,415	93,712
	642,962	**642,962**	**386,134**		**398,294**	**358,612**
Subsidies						
Section 21 and No Fee Schools	842,648	842,648	842,648	100 %	838,017	837,292
Independent Schools	24,228	24,228	24,228	100 %	23,296	22,253
Special Schools	49,869	49,869	47,320	95 %	41,045	41,025
Early Childhood Development	205,794	205,794	203,447	99 %	200,763	199,810
Pro DBE President Int Fund	-	-	-	- %	521,600	517,353
	1,122,539	**1,122,539**	**1,117,643**		**1,624,721**	**1,617,733**
Total	**1,765,501**	**1,765,501**	**1,503,777**		**2,023,015**	**1,976,345**

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Annexures to the Financial Statements - Unaudited

Annexure 1G

Unaudited Statement of transfers to households

	Transfer allocation		Expenditure		2023/2024	
Households	Adjusted budget	Total available	Actual transfer	% of Available funds transferred	Final budget	Actual transfer
	R,000	R,000	R,000	%	R,000	R,000
Transfers						
Households Injury on Duty	3,000	3,000	1,810	60 %	2,559	977
Households Leave Gratuity	100,000	100,000	134,125	134 %	100,000	123,799
Households Claims Against the State	3,000	3,000	2,501	83 %	3,000	2,030
Households Busaries- None Employee	43,022	43,022	42,748	99 %	107,842	41,250
	149,022	**149,022**	**181,184**		**213,401**	**168,056**

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Annexure 1H

Statement of gifts, donations and sponsorships received

		2024/2025	2023/2024
Name of organisation	Nature of gifts, donations and sponsorships	R,000	R,000
Received in kind			
Donations			
Vodacom SA	ICT Equipment	375	-

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Annexure 3A

Unaudited Statement of financial guarantees issued as at March 31, 2025 - Local

Guarantor institution	Guarantee in respect of	Opening balance April 1, 2024	Closing balance March 31, 2025
		R,000	R,000
	Housing		
MPUMALANGA		27	27
NEDBANK (INC BOE)		10	10
NEDBANK LIMITED		89	89
PEOPLES BANK LIMITED		29	29
STANDARD BANK		8	8
COMPANY UNIQUE FINANCE		15	15
	Subtotal	**178**	**178**

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Annexure 3B

Unaudited Statement of contingent liabilities as at March 31, 2025

	Opening balance April 1, 2024	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Closing balance March 31, 2025
Nature of liabilities	R,000	R,000	R,000	R,000
Claims against the department				
38 Section 60 Claims	44,492	23,157	22,013	45,636
9 Claims Relating to Unfair Labour Practice	10,747	927	8,117	3,557
22 Claims relating to Non-payment of Service providers for disputed invoices.	97,126	31,119	-	128,245
4 Claims relating to Non-payment of Labour Serving Devices at school for disputed invoices	393	1,219	-	1,612
18 other (including Defemation of character)	9,395	691	923	9,163
Subtotal	**162,153**	**57,113**	**31,053**	**188,213**

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Annexure 4

Unaudited Claims recoverable

Government entity	Unconfirmed balance outstanding		Total	
	2024/2025	2023/2024	2024/2025	2023/2024
	R,000	R,000	R,000	R,000
Department				
Limpopo Department of Education	6,097	2,664	6,097	2,664
KwaZulu Natal Department of Education	1,980	2,025	1,980	2,025
Gauteng Department of Education	1,895	1,079	1,895	1,079
Department of Correctional Services (National)	36	36	36	36
Western Cape Department of Education	265	148	265	148
North West Department of Education	667	587	667	587
Free State Department of Education	457	366	457	366
Eastern Cape Department of Education	669	419	669	419
Northern Cape Education	486	-	486	-
Mpumalanga Department of Health	91	-	91	-
Mpumalanga Department of Agriculture	82	-	82	-
Subtotal	**12,725**	**7,324**	**12,725**	**7,324**

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Annexures to the Financial Statements - Unaudited

Annexure 5

Unaudited Inter-government payables

Government entity	Confirmed balance outstanding		Total	
	2024/2025	2023/2024	2024/2025	2023/2024
	R,000	R,000	R,000	R,000
Departments				
Current				
Mumalanga Department of Public Works, Roads & Transport	1,175	-	1,175	-
Dept of Justice & Constitutional Development	7,519	327	7,519	327
Gauteng Department of Education	81	716	81	716
Subtotal	**8,775**	**1,043**	**8,775**	**1,043**

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Annexure 6

Inventories

Unaudited Inventory for the year ended March 31, 2025

	Note	Inv Assets Distr: School Furniture, Equipment & Machine	Inv Learner Support: School	Inv Distr: Other	Total
		R,000	R,000	R,000	R,000
Add: Additions/Purchases - Cash		107,957	580,666	17,150	705,773
(Less): Issues		(107,957)	(580,666)	(17,150)	(705,773)
Closing balance		**-**	**-**	**-**	**-**

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Annexures to the Financial Statements

Annexure 6 (continued)

Inventories (continued)

Inventory for the ended March 31, 2024

	Note	Inv Assets Distr: School Furniture, Equipment & machine	Inv Learner support: School	Inv Distr: other	Total
		R,000	R,000	R,000	R,000
Add: Additions/Purchases - Cash		79,926	482,358	16,630	578,914
(Less): Issues		(79,926)	(482,358)	(16,630)	(578,914)
Closing balance		**-**	**-**	**-**	**-**

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Annexure 7

Unaudited Movement in capital work-in-progress

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

	Opening balance	Current year Capital WIP	Ready for use (Asset register) / Contract terminated	Closing balance
	R,000	R,000	R,000	R,000
Buildings and other fixed structures				
Non-residential buildings	641,818	631,047	692,292	580,573

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Annexures to the Financial Statements

Annexure 7 (continued)

Unaudited Movement in capital work-in-progress (continued)

Movement in capital work-in-progress for the year ended March 31, 2024

	Opening balance	Prior period errors	Current year Capital WIP	Ready for use (Asset register) / Contract terminated	Closing balance
	R,000	R,000	R '000	R '000	R '000
Buildings and other fixed structures					
Non-residential buildings	549,202	(26,140)	797,589	678,833	641,818

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Annexure 12

Unaudited Analysis of prepayments and advances (note 10)

Name of entity	Classification categories	Balance outstanding as at 31 March 2024	Total amount prepaid / advanced in the current year	Less: goods, services or capital assets received in the current year	Add / (Less): Other	Balance outstanding as at 31 March 2025	Reason for prepayment or advance and for it remaining outstanding at year end (more details can be provided in the narrative blocks where necessary)
		R,000	R,000	R,000	R,000	R,000	
Advances							
Development Bank Of Sourthern Arfica	Goods and services	160	64,768	(34,215)	(22,639)	8,074	The R8 074 000.00 was not spent as at 31 March 2025 as per the bank account balance.
Independent Develpment Trust	Goods and services	81	136,497	(126,381)	-	10,197	The R10 197 000.00 was not spent as at 31 March 2025 as per the bank account balance.
Total advances		**241**	**201,265**	**(160,596)**	**(22,639)**	**18,271**	

Address: Building 5, Government, Boulevard,
Reverside Park, Mbombela 1200
Telephone: +27 13 766 5552/5115
Toll free line: +27 800 203 116
Website: www.mpumalanga.gov.za/education

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