



GAUTENG
LEGISLATURE

Your View — Our Vision



GPL ANNUAL REPORT **2022/2023**

*Following up on our commitments,
making your future work better*



HULLE
NAAM
SAL WEES
TOT IN
EWIGHEIT



GALLERIE
2023

2023



*Following up on our commitments,
making your future work better.*



A

GENERAL
INFORMATION

1. Preamble to the Constitution	02
2. List of abbreviations/acronyms	03
3. Foreword by the Speaker	04
4. Report of the Accounting Officer	06
5. Statement of responsibility and confirmation of accuracy for the annual report	08
6. Strategic overview	08
7. Legislative and other mandates	09
8. Office Bearers	10

B

PERFORMANCE
INFORMATION

Overview of Gauteng Provincial
Legislature's performance

1. Report on performance of committees	18
2. Organisational environment	20
3. Key policy developments and legislative changes	20
4. Strategic outcomes	20
5. Performance information by programme	22
Programme 1	22
Programme 2	26
Programme 3	30
Programme 4	34
Programme 5	42
6. Transfer of payments	46
7. Donor funds received	46
8. Capital investment	47
9. Reporting on the institutional response to the COVID-19 pandemic	47

CONTENTS



C

GOVERNANCE

1. Introduction	50
2. Corporate Governance Statement	50
3. Governance Structures	52
4. Internal Arrangements Committee	55
5. Risk management	56
6. Fraud and corruption	57
7. Minimising conflict of interest	57
8. Health, safety and environmental issues	58
9. Oversight Committee on the Premier's Office and the Legislature	58
10. SCOPA	58
11. Prior modifications to audit reports	59
12. Internal Control Unit	59
13. Internal audit and audit committees	60
14. BBBEE compliance performance information	60
15. Report of the Audit and Risk Committee	62

D

HUMAN RESOURCE MANAGEMENT

1. Introduction	66
2. Overview of human resources	66
2.1. The status of human resources in the GPL	66
2.2. Human resource priorities for the year under review and the impact thereof	66
2.3. Employee performance management	67
2.4. Salary Negotiation and Substantive Agreements	67
2.5. Workforce Planning	68
2.6. Employee Wellness Programme	68
3. Human Resource Oversight Statistics	68
3.1. Personnel-related expenditure	68
3.2. Employment and Vacancies	70
3.3. Job Evaluation	71
3.4. Employment Changes	72
3.5. Employment Equity	73
3.6. Performance Rewards	76
3.7. Foreign Workers	78
3.8. Leave utilisation	79
3.9. Labour Relations	81
3.10. Injury on duty	84
3.11. Budget Allocation to Transformation Programmes	85

E

FINANCIAL INFORMATION

1. Confirmation of the accuracy of the accounting records and the fair presentation	88
2. Report of the Auditor-General	90
3. Annexure to the auditor's report	92
3. Annual Financial Statements	
<i>The reports and statements set out below comprise the Annual Financial Statements presented to the provincial legislature:</i>	
Statement of Financial Position	94
Statement of Financial Performance	95
Statement of Changes in Net Assets	96
Cash Flow Statement	97
Statement of Comparison of Budget and Actual Amounts	98
Accounting Policies	100
Notes to the Annual Financial Statements	104



GPL ANNUAL REPORT 2022/2023

*Following up on our commitments,
making your future work better.*



HON. SEDIBA T

Charting a New Path for the GPL of the Future: Consolidating Gains, Inspiring Hope, and Delivering Purpose.



GENERAL INFORMATION

1/ Preamble to the Constitution



“We, the people of South Africa,
Recognise the injustices of our past;
Honour those who suffered for justice and freedom in our land;
Respect those who have worked to build and develop our country; and
Believe that South Africa belongs to all who live in it, united in our diversity.
We, therefore, through our freely elected representatives, adopt this Constitution as
the supreme law of the Republic so as to -

Heal the divisions of the past and establish a society based on democratic values,
social justice and fundamental human rights;

Lay the foundations for a democratic and open society in which government is
based on the will of the people and every citizen is equally protected by law;

Improve the quality of life of all citizens and free the potential of each person; and

Build a united and democratic South Africa able to take its rightful place as a
sovereign state in the family of nations.

May God protect our people.
Nkosi sikelel' i-Afrika. Morena boloka setjhaba sa heso.
God seën Suid-Afrika. God bless South Africa.
Mudzimu fhatutshedza Afurika. Hosi katekisa Afrika.”



2/ Abbreviations/Acronyms

APP	Annual Performance Plan	IT	Information Technology
BBBEE	Broad-Based Black Economic Empowerment	LAC	Legislature Adjudication Council
BEP	Business Enhancement Plan	LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
CCTV	Closed Circuit Television	LSB	Legislature Services Board
CHEA-AR	Commonwealth Hansard Editors Association Africa Region	LSS	Legislative Sector Support
COID	Compensation for Occupational Injuries and Diseases	MEC	Member of Executive Council
COSO	Committees of Sponsoring Organisations of the Treadway	MPLs	Members of the Provincial Legislature
	Commission Framework	MPWC	Multi-Party Women's Caucus
COVAC	Committees Oversight and Accountability Framework	NCOP	National Council of Provinces
CPA	Commonwealth Parliamentary Association	NGO	Non-Governmental Organisation
CRC	Citizens Responsibility Campaign	NSF	National Speakers' Forum
CRR	Capital Replacement Reserve	OCoC	Office of the Chairperson of Committees
CWP	Commonwealth Women Parliamentarians	OCPOL	Oversight Committee on the Premier's Office
EAP	Employee Assistance Programme		and Legislature
ECM	Enterprise Composite Model	O-Dep-CoC	Office of the Deputy Chairperson of Committees
EFT	Electronic Transfer	OHS	Occupational Health and Safety
FIS	Focused Intervention Study	PBMER	Integrated Framework for Planning, Budgeting, Monitoring,
FMPPLA	Financial Management of Parliament and Provincial		Evaluation and Reporting
	Legislatures Act	PDMC	Provincial Disaster Management Centre
GEYODI-R	Gender, Youth and People Living with Disabilities	PPPF Act	Preferential Procurement Policy Framework Act
GPF	Gauteng Partnership Fund	PPE	Property, Plant and Equipment
GPL	Gauteng Provincial Legislature	PSC	Public Service Commissioner
GRAP	Generally Recognised Accounting Practice	PwD	People with Disabilities
GRIR	Goods Received Invoice Received	SADC	Southern African Development Community
GSF	Gauteng Speakers' Forum	SALSA	Secretaries' Association of the Legislatures of South Africa
HDIs	Historically Disadvantaged Individuals	SA GAAP	South African Statement of Generally Accepted
Hon	Honourable		Accounting Practice
HVAC	Heating, Ventilation and Air Conditioning	SCM	Supply Chain Management
IAS	International Accounting Standards	SCOPA	Standing Committee on Public Accounts
ICT	Information and Communications Technology	SDGs	Sustainable Development Goals
IPSAS	International Public Sector Accounting Standards	SOM	Sector Oversight Model
IPMS	Integrated Performance Management System	SPOF	Strategic Projects Oversight Forum
IR	Invoice Received	TM Policy	Transversal Mainstreaming Policy
		TMFP	Transversal Mainstreaming Audit and Training Project
		UIF	Unemployment Insurance Fund

3/ Foreword by the Speaker



Hon Lentheng Ntombi Mekgwe
Speaker of the Gauteng Provincial Legislature

“Charting a New Path for the GPL of the Future: Consolidating Gains, Inspiring Hope, and Delivering Purpose.”



I am greatly honoured, on behalf of the Presiding Officers of the Gauteng Provincial Legislature, to present the GPL Annual Performance Report (APR) for the 2022/2023 financial year to the people of Gauteng. As we present this annual performance report on the eve of the election year, the GPL draws lessons from the close to 30 decades of our democratic breakthrough, consolidates the gains made thus far and charts a new path for the GPL of the Future. We do so with the understanding of the huge responsibilities that we face as a preeminent organ of the State, the cradle of democracy and the beacon of hope to the people.

Our achievements for the period under review have been aligned to our strategy and recorded for each strategic outcome that we have envisaged for the current term.



With respect to Outcome 1:

Enhanced oversight and accountability towards service delivery, the GPL continued to discharge its oversight and scrutiny on the work of the Executive, by focusing specifically on each department's projects, commitments and service delivery plans, and ensuring that each department remains accountable for its performance targets. During this period, the legislature adopted Sector Oversight Model (SOM) oversight reports, comprising quarterly oversight reports, Budget Votes, annual reports, annual financial statements and focused intervention studies reports. Furthermore, question papers were produced and communicated to all the Members of the Provincial Legislature (MPLs). In this reporting period, there has been an improvement in the consideration of resolution responses by the House Committees. In addition, the Gauteng Provincial Appropriation Bill was tabled and adopted by the House.



With respect to Outcome 2:

Increased responsiveness of laws to meet the needs of people of Gauteng, the GPL has a constitutional mandate to facilitate law making by considering, passing, amending, or rejecting any Bill before it, including initiating and preparing legislation apart from the Money Bills. The Constitution empowers the GPL to make laws for Gauteng. Through this powerful Act, the legislature processed a number of Bills, which consisted of Section 76 Bills, Section 77 Bills and Provincial Bills.



With respect to Outcome 3:

Enhanced meaningful public participation, the GPL had endeavoured to strengthen public participation and



stakeholder engagements by continuing to improve the profiling of stakeholders and targeting of relevant stakeholders in the public participation programmes. Several civic education initiatives reaching communities in all corners of the province were conducted. Social and traditional media was used extensively to improve the visibility as well as promote the work of committees and the House. Furthermore, the legislature continued to facilitate and engage various sectors of the community including the previously marginalised groups. The virtual and face-to-face interactions will continue to be intensified to ensure that the people of Gauteng participate in the business of the legislature.

The GPL also conducted several public education workshops in communities to raise awareness about the role and work of the legislature as well as to capacitate communities with knowledge needed to engage with their public representatives meaningfully. These included preparatory workshops with stakeholders for the Children's, Youth and Women's Sector Parliaments. The institution also held an economic development seminar, civic education and many other public education workshops across the different regions of Gauteng.



With respect to Outcome 4:

Improved alignment and collaboration between organs of the State, the GPL continued to collaborate and work with various organs of the State in targeted interventions to enhance sector relationship and coordination. This enhanced collaboration will strengthen Gauteng legislative sector and contribute to sector development locally, nationally, continentally and globally. The legislature

focused on the implementation plan that drives the initiatives of the Five-Year Inter-Legislature Strategy. There were several initiatives and engagements that the legislature collaborated on at both local, national and international levels. The legislature also engaged with stakeholders from civil society to foster relationships that will be mutually beneficial. Areas of collaboration with these stakeholders have been identified and further engagements are necessary in order to build enduring relationships.



With respect to Outcome 5:

Enhanced compliance with all relevant fiduciary requirements and principles of good governance, good governance practices have been entrenched within the GPL through sound policy and compliance with relevant legislative frameworks. In this reporting period, the legislature maintained the unqualified audit opinion without material findings, which is achieved for the third consecutive year. From the ethical conduct front, the institution conducted the e-Disclosure of all public officials as well as the declaration of Members of the Provincial Legislature (MPLs), with a media advisory on the publication of this Register issued to inform the public on the completion of this process, as required by the relevant legal prescripts.

To ensure that the mandate of the GPL is implemented in an effective and efficient manner, capacity building of Members continues to be implemented. The Human Resource Strategy and Leadership Initiative implementation plans were also successfully implemented towards building a capable workforce that can support the work of the Members.



Going forward, we will relook at all our processes, procedures, systems and structures to optimise their efficiencies, effectiveness and productivity. We will focus heavily, not only on planning and strategising, but on implementing and deriving real value.

We aim to bulletproof our strategy and associated processes to withstand any situational context – political or otherwise. While we can never say what the political or circumstantial future may hold, we will reposition into such an institution that is people-centric and as such, relevant and applicable in any circumstance.

Through the substantial achievements and others yet to come, I am confident that we can deliver a purpose-, people- and performance-driven institution that stands as a beacon of hope and cradle of democracy well into the future, so that our generations and theirs after them will be able to enjoy the fruits of our oversight, public participation, law-making, cooperative governance and good governance mandates. This is a strong testimony that the Gauteng Provincial Legislature exists and will always strive for the good cause of our people today, tomorrow and beyond.

Lentheng Ntombi Mekgwe
Speaker of the Gauteng Provincial Legislature

4/ Report of the Accounting Officer



Mr Peter Skosana
Accounting Officer of the Gauteng Provincial Legislature

Adaptability, Resilience, and Performance: Navigating Challenges and Embracing Progress in the 2022/2023 Financial Year.



During this financial year, the Gauteng Provincial Legislature continued to demonstrate adaptability and resilience in light of continued disruptions presented by COVID-19. The lifting of the conditions and regulations that were made in terms of the Disaster Management Act presented opportunities to further support the work of the Members of the Provincial Legislature, the committees and the House in fulfilling their constitutional mandates.

The MPLs continuously participate in capacity building initiatives to ensure that they remain agile and adaptable to the ever-changing environment in which they operate. To this end, several specifically targeted trainings were successfully implemented. This further strengthened and capacitated them to conduct oversight and scrutiny on the work of the Gauteng Government.

The Sector Oversight Model and the Standing Rules which present a structure for the application of the required oversight tools was implemented accordingly. The Members of the Provincial Legislature made use of various oversight tools at their disposal for scrutiny and oversight over the Executive. These include questions, Motions, resolutions, etc. Indicators of procedural and legislative activity remained consistent.

During the financial year, the legislature conducted a significant number of House Sittings, resulting in the adoption of substantive Motions and regulations, and the enactment of crucial Bills.

Sittings	24	House Sittings conducted in hybrid or virtual mode.
Oversight Reports	159	Oversight reports tabled.
Motions Regulations	05	Substantive Motions and regulations adopted.
Bills	04	Bills passed for enactment into law.
House Committees	128	Petitions considered



House Resolutions	128 out of 494	Submitted were considered.
Bills Processed	27	Section 76, Section 77, and provincial Bills processed.
House Proceedings	57	Oversight question papers produced with over 1,900 questions for oral and written replies.

Although the legislature had, in the period under review, planned to implement a committee inquiry, this did not materialise.

With regard to enhancing public participation to ensure that the people of Gauteng are involved in our business, we continued to reap the benefits of the use of social media platforms such as Facebook, Twitter and YouTube. Public education workshops were expanded taking advantage of the lifted national state of disaster.

Several initiatives were conducted to ensure that support to the House and its committees is in compliance with all relevant fiduciary requirements and principles of good governance. This year saw the maintenance of a clean audit outcome, closing of the Digital Legislature Project with all the committee boardrooms now having hybrid functionality, as well as implementation of subordinate strategies such as the ICT Strategy, Human Resources Strategy, Inter-Legislature Strategy, Integrated Public Participation and Communication Strategy, amongst others.

Several transformation initiatives such as transversal mainstreaming capacity building were implemented in the year under review. To promote ethical conduct, the GPL implemented various initiatives such as publication of the Members’ Register of Interests, e-Disclosure for staff, fraud risk management and ethics programmes, etc.

The extensive programme currently being implemented by management to repurpose and reposition the legislature focuses on creating a modern legislature of the future and building a legislature that is purpose-, people- and performance-driven. This project is well underway with an anticipated finalisation in the next reporting period.

Despite facing budget adjustments, the Gauteng Provincial Legislature maintained an impressive performance level of 83%.

The cumulative effect of the leadership and guidance provided by the Executive Authority – supported by the Presiding Officers, members of the Legislature Services Board and its committees; and the work of the House and its committees – supported by dedicated, hardworking and committed professionals, specialists and general staff of the GPL – led to the maintenance of GPL’s performance of 83% for the 2022/2023 financial year. This is despite the budget baseline having been adjusted downwards for the Medium-Term Expenditure Framework. It could be concluded that adaptability to the hybrid work model has somewhat stabilised our business and had a positive impact on the productivity and improved performance of the GPL.

The GPL will, in the 2023/2024 financial year, focus on overseeing the implementation of the recommendations of the feasibility study on the Money Bills Amendment Procedure and Related Matters Act, implementation of phase 1 of the Space Optimisation Project, as well as the disestablishment of the Sixth Legislature and establishment of the Seventh Legislature.

Finally, I wish to take this opportunity to acknowledge the unwavering strategic support provided by the Executive Authority, the Legislature Services Board, the Office of the Chairperson of Committees and the Office of the Chief Whip, as well as political guidance in what was an extraordinary year, which resulted in the smooth running of the legislature. I also would like to acknowledge and thank staff for their dedication and hard work during the 2022/2023 financial year. It is against this background that I am pleased to submit the 2022/2023 Annual Report to the Honourable Speaker of the Gauteng Provincial Legislature for approval.

Mr Peter Skosana
Accounting Officer of the Gauteng Provincial Legislature



5/ Statement of responsibility and confirmation of accuracy for the Annual Report

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

All information and amounts disclosed throughout the annual report are consistent. The annual report is complete, accurate and is free from any omissions. The annual report has been prepared in accordance with the guidelines on the annual report as issued by National Treasury.

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

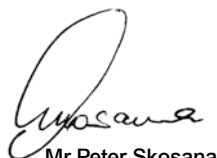
The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.

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

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

In my opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the Gauteng Provincial Legislature for the financial year ended 31 March 2023.

Yours faithfully



Mr Peter Skosana

Accounting Officer of the Gauteng Provincial Legislature

6/ Strategic Overview



Vision

To be a progressive legislature that fosters confidence in democracy and improves the quality of life of the people of Gauteng



Values

The GPL is guided by the following principles:



Accountability
Integrity
Outcomes-oriented
Transparency
Social equity
Ubuntu



Mission

To build a capable and robust legislature with the capacity to fulfil its constitutional mandates.



7/ Legislative and other mandates

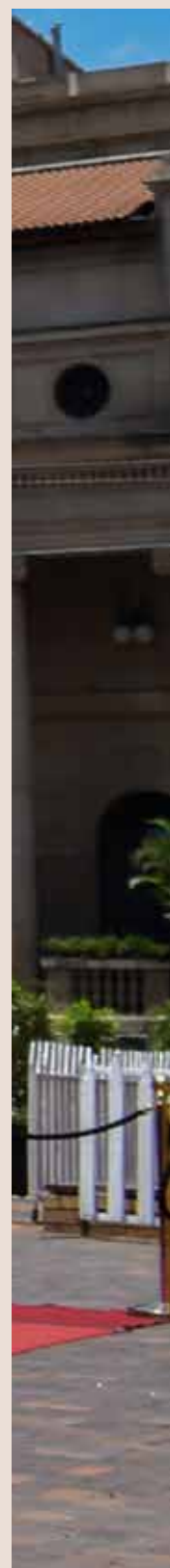
The constitutional mandates of the legislature remained unchanged, i.e. no changes or revisions were made in legislations governing the work of the legislature.

The provincial legislatures are established in terms of Chapter 6 of the Constitution of the Republic of South Africa, 1996 (thereafter referred to as the Constitution). Section 114 of the Constitution clearly states the responsibility of the Gauteng Provincial Legislature. This section entrusts the GPL with the responsibility to pass, amend and reject any Bill before it, including initiation or preparation of legislative Bills.

The Act further extends the responsibilities of the GPL to oversee the Executive over the implementation of their departments' mandate. The GPL also has the responsibility to facilitate the involvement of the public in the legislative and other processes of the legislature and its committees in line with Section 118 of the Constitution.

The following are key legislative mandates that further outline the GPL's responsibilities and requirements:

- » Constitution of the Republic of South Africa, Act 108 of 1996 (Chapter 3 and Sections 114, 118 and 142);
- » Financial Management of Parliament and Provincial Legislatures Act, 2009;
- » Political Party Fund Act, 2007;
- » Preferential Procurement Framework Act 5 of 2000;
- » Promotion of Access to Information Act 2 of 2000;
- » Public Finance Management Act 1 of 1999;
- » Gauteng Provincial Legislature Service Act 5 of 1996;
- » Gauteng LSB Amendment Act 6 of 1999; and
- » Treasury Regulations.



8/ Office Bearers

Presiding Officers



Hon Lentheng Ntombi Mekgwe
Speaker



Hon Nomvuyo Mhlakaza-Manamela
Deputy Speaker



Hon Sizakele Nkosi-Malobane
Chairperson of Committees



Hon Mpapa Kanyane
Deputy Chairperson of Committees

Chairpersons of Standing Committees



Hon Lentheng Ntombi Mekgwe
*Rules Committee and
Programming Committee*



Hon Nomvuyo Mhlakaza-Manamela
Privileges and Ethics Committee



Hon Sizakele Nkosi-Malobane
Chairperson of Committees



Hon Bonginkosi Dhlamini
*Oversight Committee on the
Premier's Office and the Legislature*



Hon Boitumelo Ezra Letsoalo
Petitions Committee



Hon Maphefo Mogale-Letsie
*Committee on the Scrutiny of
Subordinate Legislation*



← **Hon Dulton Adams** was replaced
by **Hon Maphefo Mogale-Letsie**
*Committee on the Scrutiny of
Subordinate Legislation*



Hon Sochayile Khanyile
*Standing Committee on
Public Accounts*

“A fundamental concern for others in our individual and community lives would go a long way in making the world the better place we so passionately dreamt of.”
- Nelson Mandela



Leader of Government Business



Hon Nomantu Nkomo-Ralehoko
MEC Health



← Hon Panyaza Lesufi's position was assumed by **Hon Nomantu Nkomo-Ralehoko**
Leader of Government Business

Leaders of Political Parties



Hon Lesego Makhubela
African National Congress (ANC)



← Hon Mzi Khumalo was replaced by **Hon Lesego Makhubela**
African National Congress (ANC)



Hon Solly Msimanga
Democratic Alliance (DA)



Hon Phillip Makwala
Economic Freedom Fighters (EFF)



← Hon Itani Mukwevho's position was assumed by **Hon Phillip Makwala**
Economic Freedom Fighters (EFF)



Hon Anton Albert
Freedom Front Plus (FFP)



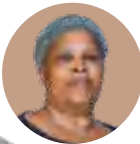
Hon Bonginkosi Dhlamini
Inkatha Freedom Party (IFP)



Hon Dulton Adams
African Christian Democratic Party (ACDP)

“A good leader can engage in a debate frankly and thoroughly, knowing that at the end he and the other side must be closer, and thus emerge stronger. You don't have that idea when you are arrogant, superficial, and uninformed.” - Nelson Mandela

Chairpersons of Portfolio Committees



Hon Bandile Masuku took over the position formerly held by
← Hon Alphina Ndlovana
Community Safety Committee

Hon Bandile Masuku
Community Safety Committee



← Hon Joe Mpisi was succeeded by
Hon Parks Tau. →
Finance Committee

Hon Tshilidzi Munyai
Finance Committee



Hon Tshilidzi Munyai took over the position formerly held by
Hon Parks Tau
Finance Committee



Hon Joe Mpisi took over the position formerly held by
← Hon Matome Chiloane.
Education Committee

Hon Rebecca Phaladi-Digamela
Health Committee



Hon Joe Mpisi*
Education Committee
(Deseased)



Hon Thulani Ndlovu took over the position formerly held by
← Hon William Matsheke
Sport, Arts, Culture and Recreation Committee

Hon Thulani Ndlovu
Sport, Arts, Culture and Recreation Committee



Hon Refiloe Kekana took over the position formerly held by
← Hon Fasiha Hassan
Economic Development, Environment, and Agricultural Development Committee

Hon Refiloe Kekana
Environment, Agriculture and Rural Development Committee



Hon William Matsheke took over the position formerly held by
← Hon Fasiha Hassan
Economic Development, Environment, and Agricultural Development Committee

Hon William Matsheke
Economic Development Committee



Hon Gregory Schneemann
Transport and Logistics Committee



Hon Fasiha Hassan took over the position formerly held by ← Hon Kedibone Diale-Tlabela
Cooperative Governance,
Traditional Affairs and Human
Settlements Committee



Hon Alphina Ndlovana took over the position formerly held by Hon Kedibone Diale-Tlabela
Human Settlements
Committee



Hon Fasiha Hassan
Cooperative Governance,
e-Government, Research and
Development Committee

Hon Alphina Ndlovana
Human Settlements Committee

Hon Mpho Modise
Infrastructure Development and
Property Management Committee

Whips of Political Parties



AFRICAN NATIONAL CONGRESS



← Hon Mzi Khumalo's position was assumed by Hon Lesego Makhubela
Chief Whip, ANC



Hon Lesego Makhubela
Chief Whip, ANC

Hon Thokozile Magagula
Deputy Chief Whip, ANC

Hon Dolly Ledwaba
Governance Cluster Whip, ANC

Hon Busisiwe Pinky Mncube
NCOP Whip, ANC



Hon Tshidi Mfikoe took over the position formerly held by ← Hon Petrus Mabunda
Economic Cluster Whip
African National Congress
ANC



Hon Refiloe Mogale took over the position formerly held by ← Hon Thulani Ndlovu
Social Development
Cluster Whip, ANC

Hon Paul Malema
Programming Whip, ANC

Hon Tshidi Mfikoe
Economic Development
Cluster Whip, ANC

Hon Refiloe Mogale
Social Development
Cluster Whip, ANC

Whips of Political Parties



DEMOCRATIC ALLIANCE



Hon Frederick Nel
Chief Whip, DA



Hon Adriana Randall
NCOP Whip, DA



Hon Khume Ramulifho
Programming Whip, DA



Hon Mervyn Cirota
Members Affairs Whip, DA



Hon Nico de Jager
Rules Whip, DA



ECONOMIC FREEDOM FIGHTERS



Hon Boitumelo Makhene
Caucus Whip, EFF



Hon Boitumelo Makhene took over the position formerly held by
← Hon Ruth Mnisi
Caucus Whip



Hon Moshe Koma
Constituency Whip, EFF



- | | | | | |
|------------------------------|------------------------------|-------------------------|-------------------------|--------------------------|
| 1. Solly Msimanga | 16. Peter Skosana | 31. Bandile Masuku | 46. Nicola du Plessis | 61. Kingsol Chabalala |
| 2. Mzi Khumalo | 17. Refilwe Kekana | 32. Musa Zuma | 47. Amanda de Lange | 62. Thulani Ndlovu |
| 3. Mbali Hlophe | 18. Dolly Ledwaba | 33. Adriana Randall | 48. Nico de Jager | 63. Philip Makwala |
| 4. Tasneem Motara | 19. Busisiwe Mncube | 34. Jade Miller | 49. Jacobus Hoffman | 64. Kenny Motsamai |
| 5. Jacob Mamabolo | 20. Bonginkosi Dhlamini | 35. Lindiwe Masilela | 50. Dennis Ryder | 65. Mervyn Cirota |
| 6. Faith Mazibuko | 21. Rebecca Phaladi-Digamela | 36. Refilwe Mogale | 51. Beverley Badenhorst | 66. Nomathemba Mokgethi |
| 7. Panyaza Lesufi | 22. Tshilidzi Munyai | 37. Njakazana Radebe | 52. Patrick Atkinson | 67. Bronwynn Engelbrecht |
| 8. Ntombi Mekgwe | 23. Mpapa Kanyane | 38. Boitumelo Makhene | 53. Kgomotso Tong | 68. Refiloe Nt'sekhe |
| 9. Nomvuyo Mhlakaza-Manamela | 24. Sizakele Nkosi-Malobane | 39. Tshidi Mfikoe | 54. Evert Du Plessis | 69. Khume Ramulifho |
| 10. Lebogang Maile | 25. Maphefo Mogale-Letsie | 40. Molebogeng Masoleng | 55. Fred Nel | 70. Jack Bloom |
| 11. Nomantu Nkomo-Ralehoko | 26. Thokozile Magagula | 41. Fasiha Hassan | 56. Gregory Schneemann | 71. Crezane Bosch |
| 12. Morakane Mosupye | 27. Mpho Modise | 42. Phumla Mdlankomo | 57. Anna Ndlovana | 72. Ruhan Robinson |
| 13. Kedibone Diale-Tlabela | 28. Sochayile Khanyile | 43. William Matsheke | 58. Wildri Peach | 73. Sergio dos Santos |
| 14. Matome Chiloane | 29. Winnie Ngwenya | 44. Dalton Adams | 59. Itani Mukwevho | |
| 15. Lesego Makhubela | 30. Boitumelo Letsoalo | 45. Paul Malema | 60. Nombuso Njokwe | |



The agility of the GPL in creating a digital (virtual) legislature minimised disruptions and enhanced oversight and accountability.



PERFORMANCE INFORMATION

Overview of Gauteng Provincial Legislature's Performance



Hon Sizakele Nkosi-Malobane
Chairperson of Committees

The agility of the GPL in creating a digital (virtual) legislature minimized disruptions and enhanced oversight and accountability.



Hon Mpapa Kanyane
Deputy Chairperson of Committees

1/ Report on performance of committees

This was the year characterised by an attempt to return to the “new normal”, post the devastating COVID-19 pandemic. Despite the debilitating effects of the pandemic, performance of committees continued to respond to the Presiding Officers Strategic Policy priorities of the Sixth Legislature and other policy documents such as the National Development Plan (Vision 2030), the governing party's priorities, relevant regional and global priorities, and the outcomes of the State of the Nation and State of the Province Addresses. Through such guiding documents, we continued to align our operations and strategic position with that of the Executive to ensure accountability and effective service delivery to the people of Gauteng.

Due to the agility of the GPL in creating a digital (virtual) legislature, the work of the House and its committees were minimally disrupted. The hybrid House Sittings continued, with the legislature using various operation modes to enhance oversight and accountability. The lifting of the National State of Disaster allowed for the resumption of physical oversight processes as well as participatory governance activities within the communities of Gauteng Province.

To this end, committees tabled over 159 SOM oversight reports, comprising quarterlies, budget, annual, as well as focused intervention study reports. In this reporting period, the different House committees carried out 21 focused intervention studies (FIS) whose reports were tabled and adopted by the House.

Furthermore, House committees considered 71% of the departmental responses to House Resolutions, of which more than half were closed, with the remaining being kept open for ongoing oversight. Members of the Provincial Legislature (MPLs) also used questions and Motions as oversight tools to hold the Executive accountable. In this regard, more than 50 oversight Question Papers were produced and communicated to the Executive to seek accountability on the questions raised by the Members. Furthermore, numerous Motions were tabled for debate in the House, all of which were duly adopted.

With respect to law-making, the GPL processed laws, Bills as well as regulations to ensure that laws passed are responsive to the needs of the people. In this regard, five regulations and four provincial pieces of legislation were processed. In addition, committees considered 27 Bills, comprising Section 76, Section 77 and Provincial Bills.



Public participation is critical in a democratic governance system to ensure a participatory governance. During the year under review, the GPL House Committees were hard at work to engage the public as well as identified stakeholders in Gauteng.

More than 100 public education workshops and five sector parliaments were conducted. Sector parliaments are aimed at affording a voice to all sectors of society. The following sector parliaments were conducted in the year under review: Interfaith Parliament, Children's Parliament, Youth Parliament, Women's Parliament and Senior Citizens Parliament.

In addition, through the work of the Petitions Standing Committee (PSC), the GPL provided a platform to the people of Gauteng to make their submissions or complaints to the legislature. The petitions system allowed the Petitions Standing Committee to facilitate, oversee and demand action on the backlogs and/or feedback on queries relating to service delivery from the Executive, and to provide feedback to the petitioners.

In the year under review, 120 new petitions were tabled before the PSC for consideration, of which over 90% was adopted.

Through our performance and outlook over the coming years, we are confident to make inroads in closing the trust deficit between citizens and Institutions Supporting Democracy such as the GPL. We will continue to do this irrespective of the obstacles we face, as we optimise the sustained implementation of the virtual mechanisms and efficiency measures we have introduced during the pandemic. We will ensure that we, as the preeminent organ of State and the cradle of democracy, will hold the Executive accountable towards effective service delivery in order to improve the quality of life of all citizens of Gauteng.

2/ Organisational environment

The GPL, like all other institutions, experienced temporary disruptions during the various phases of COVID-19, and the tenacity of its systems and processes were tested. The GPL could not continue to do business as usual. It was forced to leapfrog into some elements of the Fourth Industrial Revolution (4IR). It had to adapt to new ways of operations, characterised by work-from-home arrangements and virtual meetings. These reforms contributed to driving a digital mindset and culture, which created a trajectory on gradual recovery and the ability to thrive and be agile throughout the COVID-19 phases. The GPL has undoubtedly embraced the changes to its environment and is on track to ensure institutionalisation of the positive unintended consequences of COVID-19.

The period under review saw the lifting of the regulations and conditions that were made in terms of the Disaster Management Act in response to COVID-19.

The GPL recorded a 12% vacancy rate and resignations are below 7% overall in the financial year. According to the global barometer, the GPL is considered to be the most stable employer in terms of staff turnover.

3/ Key policy developments and legislative changes

In this reporting period, the legislature concluded a feasibility study on the Money Bills Amendment Procedure and Related Matters Act (Act 9 of 2009). The study was conducted to test the legislature's state of readiness to implement the Act, looking at the procedural, structural and capacity issues. A plan of action will be put in place to enable the legislature to amend Money Bills as envisaged by Section 120 of the Constitution.

4/ Strategic outcomes

In line with the spirit of the South African Constitution of improving the quality of life of all South Africans, the desired impact that the GPL envisions in the long term is to contribute towards improving the quality of life of the people of Gauteng, which will, in turn, result in the reduction of inequality, poverty and unemployment, as espoused in the National Development Plan. To make such a contribution, the GPL identified five (5) strategic outcomes that will form the building blocks towards the envisioned impact. They are aligned to the institution's constitutional mandate of law-making, conducting scrutiny and oversight on the work of the Executive, facilitating public participation as well as ensuring cooperative governance at all levels.

“Through our strategic outcomes, we aim to create a ripple effect, transforming the lives of the people of Gauteng and driving progress in reducing inequality, poverty, and unemployment. By upholding our constitutional mandate and fostering cooperative governance, we are paving the way for a brighter future for all South Africans.”

SO1: Enhanced oversight and accountability towards service delivery.



Policy Priority

Oversight to be intensified to focus more on specific government programmes and commitments.

The GPL will enhance its oversight over the Executive and facilitate improved accountability by the Executive in accordance with strategic priorities, specific government commitments, and planned projects. This will ensure that oversight is focused and driven towards ensuring services are rendered, thereby improving the quality of life of all the people of Gauteng.

SO2: Improved responsiveness of laws to meet the needs of the people of Gauteng.



Policy Priority

Law-making to become more proactive and responsive to the needs of the people.

The GPL will improve its law-making capacity and processes to make, amend and pass laws that are responsive to the needs of the people of Gauteng. The legislature will also be vigilant and monitor the implementation of policies and legislation that it has passed. It will also participate, in an effective manner, in the national law-making processes.

SO3: Enhanced meaningful public participation.



Policy Priority

Public participation to become more community-based and representative.

The GPL will rally the people of Gauteng to participate in the delivery of its mandates in a meaningful manner. It will improve its accessibility by people as well as its access to the people to ensure that it is indeed a beacon of the people. The focus will be on the youth and marginalised sectors of society. Furthermore, the work of the GPL will facilitate public participation, public pride and active citizenry through effective awareness and access to information.



SO4: Improved alignment and collaboration between organs of state.



Policy Priority

Cooperative governance processes to become more sector-orientated and supportive of local legislatures.

The GPL will strengthen the Gauteng Legislative Sector's cooperative governance and cooperation to contribute to the sector development locally, continentally and globally. It will engage in targeted interventions to enhance sector collaboration and coordination.

SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.



Policy Priority

Administrative process to become more efficient, enabling and reflective of good governance standards.

The GPL will lead by example. While it oversees the work of the Executive, it will ensure that it conducts its own business and associated processes in accordance with all relevant financial and legal prescripts, thereby upholding the GPL's image as a supreme oversight body in the province.

5/ Performance information by programme



Programme 1: Leadership and Governance

The purpose of Programme 1 is to provide overall strategic leadership, governance, and direction to the institution.

The core function of the programme is to ensure alignment of the legislature processes, as outlined in the GPL’s Five-year Strategy, as well as to monitor and oversee the execution of institutional obligations. In addition, the programme provides leadership and direction to the Legislature Services Board (LSB) and safeguard the strategic political management of the Presiding Officers and Office Bearers. The programme is also responsible for the strategic management of committees to ensure the achievement of political outcomes and delivery of institutional mandates.

The programme has three directorates, with each responsible for delivery of specific mandates. Firstly, the Administrative Operations Directorate provides direct support to the Offices of the Speaker, Deputy Speaker and the Legislature Services Board. Secondly, Oversight and Strategic Liaison is responsible for the direct support to the Offices of the Chairperson of Committees and Deputy Chairperson of Committees. Lastly, the Inter-Legislature Relations Directorate is responsible for sector-wide coordination and collaboration and the rendering of protocol services. In this reporting period, the programme directly contributed to four of the five strategic outcomes as per the annual performance plan.

Strategic outcomes, performance indicators, planned targets and actual achievements

The fundamental work of the Gauteng Provincial (GPL) is based on its mandate as enshrined in the Constitution of the Republic of South Africa. This mandate is discharged by the House and its committees. Through the application of various oversight instruments, the House committees exercised robust oversight on the work of the provincial departments from planning up to reporting. The annual performance plans as well as the budget spending plans were scrutinised by the House committees, which are an engine of the legislature in strengthening accountability of the Executive. The performance and adherence of the Executive with the regulatory prescripts was scrutinised through its quarterly performance reports, unannounced oversight visits and the focused intervention studies.

The leadership and governance in the Office of the Speaker serves as one of the core pillars that strengthen the GPL’s legislative effectiveness. While the programme makes a substantial contribution to all the five institutional strategic outcomes, for the reporting period under review, it directly contributed to four of the five strategic outcomes as outlined in the Sixth Legislature’s Strategic Plan.

Strategic Outcome	
	SO1: Enhanced oversight and accountability towards service delivery.
	SO2: Improved responsiveness of laws to meet the needs of the people of Gauteng.
	SO4: Improved alignment and collaboration between organs of state.
	SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

The programme focused on strengthening the operationalisation of the Sector Oversight Model (SOM) through the Committees Oversight and Accountability Framework (COVAC). The work of all committees was underpinned by systematic implementation of SOM, as well as the quarterly performance assessments of House Portfolio and Standing Committees.



The Chairperson of Committees led the tabling of the outcome of the assessments at the Quarterly Review Sessions, which were attended by the members of the Standing Committee of Chairpersons. The platform enabled robust engagements, determination of areas of weaknesses as well as strengths that different committees need to focus on in strengthening oversight and scrutiny. Quarterly Review Sessions were also used as a platform for the Chairperson of Committees to engage with other provincial oversight structures such as the Public Service Commission, the Independent Electoral Commission and the Pan South African Languages Board on oversight matters that require collaborative efforts to improve as well as strengthen the provincial governance. Overall, during the reporting period under review, the House Committees have effectively executed their plans and deepened public participation in their oversight and scrutiny work over the services delivered by the provincial Executive.

The GPL has the primary constitutional mandate to make laws that govern the province of Gauteng. To this end, several mechanisms have been put in place. During the reporting period under review, a report that details the degree of Members' efficacy in making laws as well as identifying possible challenges in the law-making process was consolidated and tabled to governance structures to ensure that the laws passed are indeed responsive to the needs to the people of Gauteng.

Strategic Outcome 4 is focused on the GPL's contribution in fostering the cooperative and collaborative relationship towards a transformative legislative sector. These collaborative platforms are facilitated at global, national, provincial as well as municipal levels to share best practices, and for development and enhancement of norms and standards in the legislative sector.

With the lifting of the National State of Disaster in April 2022, travel as well as physical engagements were facilitated within and beyond the borders of South Africa. This facilitated the realisation of some key activities of the ILR Strategy, which were halted in the previous financial years. The planned target for the reporting period was 80% and it was well achieved.

Collaboration meant to strengthen governance and cooperation with the local and national spheres of government was facilitated. Among these are the National Speakers' Forum and the Task Team meetings of the Legislature Support Services such as the Administration and Governance Cluster, Public Participation Cluster; Inter-Legislature, Local Government, and International Parliamentary Relations Cluster; Legal Advisors' Task Team, the National Bargaining Forum as well as the Gauteng Speakers' Forum and its subcommittees. The legislature also engaged with stakeholders from academia, civil society, consulates as well as the private sector to foster relationships that are mutually beneficial.

The GPL implemented initiatives geared towards strengthening compliance with good governance principles and ethics. It held an Ethics Workshop in collaboration with the National Prosecuting Authority. The workshop was led by the Deputy Speaker and the Integrity Commissioner, with key focus on the Ethics and Integrity Management Framework, Code of Ethics and Conflict of Interest Framework, Code of Conduct, and Financial Disclosure Framework. The primary audience of the workshop was the members of the Gauteng Speakers' Forum, Members of the Provincial Legislature as well as employees of the legislature.



Performance indicators and targets



Programme 1: Leadership and Governance

Performance Indicator	Actual Achievement 2021/2022	Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement for 2022/2023	Comment on deviations
-----------------------	------------------------------	--------------------------	------------------------------	---	-----------------------

Strategic Outcome 1: Enhanced oversight and accountability towards service delivery

1.1	Number of quarterly oversight reports on the performance of Committees produced	4	4	4	No deviation	N/A
-----	---	---	---	---	--------------	-----

Strategic Outcome 2: Increased responsiveness of laws to meet the needs of the people of Gauteng

2.1	Number of annual oversight reports on discharge of law-making mandate	1	1	1	No deviation	N/A
-----	---	---	---	---	--------------	-----

Strategic Outcome 4: Improved alignment and collaboration between organs of state

4.1	Percentage achievement of targets in ILR strategy implementation plan	83%	80%	80%	No deviation	N/A
-----	---	-----	-----	-----	--------------	-----

Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

5.1	Number of initiatives undertaken to promote ethical conduct – Seminar	4	1	1	No deviation	N/A
-----	---	---	---	---	--------------	-----



Strategy to overcome areas of underperformance

There are no areas of performance deviation reported in this financial year.



Changes to planned targets

There were no in-year changes made to planned performance indicators and targets.

2023/2024 financial year outlook

The next reporting period's focus will be on enhancing provincial oversight by improving performance of the GPL's oversight committees. This will also include reflection on the law-making turnaround times, enhancing Members' capacity to increase the rate of development and submission of private Member's Bills as well as Bills sponsored by committees. Furthermore, the GPL will focus on the implementation of templates developed to capture information on sector engagements, public participation and stakeholder engagements, and return reports on study tours undertaken. Another focus area will be on the implementation of the recommendations from the assessment report on law-making. Lastly, the GPL will, in the ensuing financial year, start a process of reviewing the implementation of SOM within the institution, and lessons learnt and experiences will be shared with the sector.





Programme 2: Office of the Secretary

The Office of the Secretary serves as a custodian of the development and implementation of the strategy.

It also provides strategic, tactical, and operational leadership to the Administration for the attainment of the institutional mandate of oversight and scrutiny, law-making, public participation, and cooperative governance. The office is established to enable the Secretary to the Legislature to fulfil administrative and financial obligations in line with applicable legislation and legal directives. The office is also accountable for the institutional performance monitoring, budgeting, contract management, transversal mainstreaming, evaluation, and project governance. Although the programme contributes to all the set strategic outcomes, its direct contribution is toward Strategic Outcome 5, i.e. Enhanced compliance with relevant fiduciary requirements and principles of good governance.



Strategic outcomes, performance indicators, planned targets and actual achievements

Although the programme contributes to all five (5) strategic outcomes, it makes a direct contribution to Strategic Outcome 5. The programme serves as the centre of administration by facilitating the efficient and effective administrative support to the House and its committees to discharge its constitutional mandate. In this reporting period, a total of four (4) planned targets were all achieved, details of which are provided in the table below.

Strategic Outcome	
	S05: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

The Secretariat, an executive committee residing within Programme 2, is the highest administrative decision-making body of the legislature. The Secretariat ensures alignment of the strategy to operations plans, monitors institutional performance against its annual, operations, and project plans, and also oversees the compliance of the institution with various regulatory prescripts. In this reporting period, there was full compliance with the prescripts of Financial Management of Parliament and Provincial Legislatures Act (FMPPLA). To this end, a total of six APP performance compliance reports (i.e. four quarterlies, one mid-year and one annual report) were compiled timeously and submitted to the Executive Authority. Furthermore, the institutional planning cycle for the 2023/2024 financial year culminated into integrated plans for committees as well as Administration programmes. These plans, which are aligned to the Sixth Legislature Strategic Plan, were subsequently tabled before relevant oversight structures for approval. With respect to the institutional performance monitoring, the Secretariat ensured that there was continuous monitoring of compliance with various governance frameworks and statutory requirements. These included oversight over the institutional strategic projects, contract management, and legal matters that ensued in this reporting period.

Ethical conduct is central to how public officials lead their lives and underpin the ethos of public service delivery. The programme is instrumental in ensuring that systems are put in place to facilitate the financial disclosures of the public representatives as well as its officials. In this respect, the Secretariat, together with the Integrity Commissioner, promoted ethical conduct across the institution by raising awareness among the public representatives and officials, as well as facilitating compliance with the Code of Conduct and Disclosures Framework. Through the Office of the Integrity Commissioner (IC), the institution complied with Part 4(20) (3) of the Code of Conduct, which requires that Members disclose their registrable interests within 30 days after the Official Opening of the Legislature for the reporting period. In this regard, the Office of the Integrity Commissioner compiled and published a Register of Interests for the 2021/2022 financial year. A media statement informing the public of its publication and availability was issued. This register is available in the Gauteng Legislature's Library for public scrutiny.



With respect to disclosure of interests by public officials, the financial interest and disclosure's report was compiled and tabled to the various governance structures, following an electronic disclosure process that was undertaken by all the officials employed by the legislature.

The transversal mainstreaming initiative is an integral part of the institutional transformation agenda. The focus is geared towards raising awareness that will result in a change in behaviour and attitude, and engendering the legislative perspective on human rights issues. In this reporting period, a total of five training sessions were successfully conducted. Subsequent to the lifting of the National State of Disaster in April 2022, physical trainings were carried out with both Members of the Provincial Legislature and officials.

The training targeted staff, management as well as Members. The training sessions took place on the following dates: 16 November 2022, 6 and 8 February 2023, 1 March, and 23 March 2023. The focus of the training in November and February was on raising awareness on transformation matters and inclusion of previously marginalised groups, the available tools to engender transversal mainstreaming in the day-to-day work of the legislature, and reflection on the current weaknesses and strengths that could be used as leverage points to accelerate transversal mainstreaming.

The training that took place on 1 March 2023 was used as a refresher for all the officials who had previously participated in the virtual trainings during the COVID-19 period. This was critical to refresh the participants' knowledge and lay the foundation for them to proceed to the online training platform facilitated by the International Training Centre of the International Labour Organisations (ITCILO).

On 23 March 2023, the training was conducted with the management of the legislature to look at progress made since the first cohort of officials and Members completed the whole cycle of the training. The legislature, in collaboration with ITICLO, conducted this training to share experiences from other countries and the challenges they have as well as strategies to accelerate the transformation agenda of gender-responsive budgeting. Lastly, the qualifying participants proceeded to take part in an online training offered by the ITICLO. The participants who successfully completed the online training will participate in a one-week formative training on the gender-responsive budgeting (GRB) offered by the ITICLO in Turin, Italy in the first quarter of the 2023/2024 financial year.

In compliance with the Contract Management Framework, the status of all contracts in relation to duration, costs and purpose was monitored and tracked through the contract register and reported to various structures. This was to ensure the streamlining of contract management, management of the risk(s) of each contract as well as aligning the procurement process in terms of cancellations and renewals. This also ensured that all stages of the Legislature Acquisition Council's decisions were properly followed.

Through the Project Governance Office, the GPL continued to provide leadership and oversight on institutional projects. Oversight and reporting were mainly on projects resident in the Building Management space. Overall, there are five key projects that are in the pipeline. Three of these projects reside in Programme 3, while the other two projects – Records Management, and Feasibility Study on Money



Bills Amendment Procedure and Related Matters – reside in Programme 4. Of the three projects within Programme 3, two focus on the roofing of the Main Building and the other one on space optimisation. The key highlight for this reporting period was the completion of the feasibility study report of the Space Optimisation Project, which was subsequently submitted to the Accounting Officer. Additionally, the feasibility study on Money Bills Amendment Procedure and Related Matters Act was also completed in the year under review.

Significant progress was reported in the implementation of the Records Management Project. Thus far, a service provider was appointed and has completed several outputs, which were tabled before governance structures for approval, namely: the project business requirements, maturity assessments, and key frameworks that are critical to the project rollout.

One of the emerging projects to improve the performance of the legislative sector is the Sector Oversight Model Review Project, which has been approved for further study and planning in the next financial year.

Risk management is essential to averting the impact of various events on project objectives. As such, monitoring of projects and portfolio risks was carried out, and reports were subsequently tabled to the Risk Management Committee on a quarterly basis. To fulfil future planning obligations, the project selection, prioritisation and planning cycle was implemented. The cycle is intended to strengthen and ensure project-strategy alignment, which will ultimately result in an annual register of projects.

Performance indicators and targets

	Programme 2: Office of the Secretary					
	Performance Indicator	Actual Achievement 2021/2022	Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target for 2022/2023	Comment on deviations

Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

	5.1	Number of compliance performance information progress reports on the APP	6	6	6	No deviation	N/A
	5.3	Number of transversal mainstreaming capacity development sessions conducted	5	4	5	1	N/A
	5.4	Number of initiatives conducted to promote ethical conduct (e-disclosure and Members register)	2	2	2	No deviation	N/A

	Strategy to overcome areas of underperformance
	There are no areas of negative performance deviation reported in this financial year.
	Changes to planned targets
	There were no in-year changes made to planned performance.

2023/2024 financial year outlook

In the next reporting period, the GPL will continue to implement initiatives that strengthen transformation of services, which include leadership development at all levels, and promoting accountability and a culture of high of performance. Focus will be on continued strengthening of the institutional project governance capacity, to ensure an effective project implementation and benefit realisation management, as well as support the provision of services to the Members in line with the mandate of the Integrity Commissioner.





Programme 3: Corporate Support Services

The purpose of the Corporate Support Services is to give support to all internal stakeholders.

These include provision of enabling facilities and benefits for Members and their political parties, rendering human resource and Members’ facilities management services; providing household, security, logistical services, including facilitation of occupational health and safety services; rendering administrative and user support services, as well as enhancing and maintaining information technology infrastructure. Programme 3 is a support function consisting of four subprogrammes, namely: Members’ Affairs, Operational Support Services, Institutional Support Services as well as Information and Communications Technologies. Although the programme contributes to all the set strategic outcomes, in this reporting period, it specifically contributed to Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance. To this end, all two of the four planned targets were achieved.



Strategic outcomes, performance indicators, planned targets and actual achievements

The programme has the responsibility to ensure that an enabling corporate support service is provided to the institution, specifically, the political parties and Members to enable them to discharge their mandates in an effective and efficient manner. The services provided include capacity building, property and facility management services in line with the set norms and standards, information and communications technologies, people management, and other facilities for Members to fulfil their duties as public representatives.

Strategic Outcome	
	SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

In this reporting period, the Members’ training that was planned for the year was implemented in line with the approved plan. The Members’ capacity building initiatives included, on the one hand, the Members’ Induction Programme, which focused on providing both basic information and in-depth knowledge on the core business areas of the institution including roles and responsibilities of Members, functional training areas in the parliamentary procedures and practices, as well as instruments of the sector oversight model. The Personal Development Programme, on the other hand, was disaggregated into development courses and those that were conducted through distance learning. The other scheduled courses such as various legislative sector support programmes took place at various times during the financial year. Other trainings that were offered to Members in this reporting period included voice clinics, strategic use of social media, speed reading, and the workshop for the accounting officers of political parties. Overall, a total of six planned trainings were rolled out successfully.

Training on property management was initially planned but was later discarded due to its prerequisites and the fact that it could only be offered by institutions of higher learning. It will be rolled out in the new financial year through the bursary programme.

In the period under review, the party fund and constituency allowances were transferred timeously to all political parties represented in the GPL to enable them to establish and maintain infrastructure to serve the interests of their constituents. These transfers were made in terms of Section 35 (1) of the Financial Management of Parliament and Provincial Legislatures Act (Act 10 of 2009) and Internal Arrangements for Represented Political Parties Policies drafted in line with Section 116 of the Constitution which guide the spending and accountability of the funds. Each political party represented in the legislature signed a memorandum of agreement and the implementation thereof was monitored and reported accordingly. The financial management of these funds was accounted and monitored through the audited financial statements that were submitted by the respective political parties to the legislature.



Information and Communications and Technology (ICT) is fundamental to operational efficiency, given the acceleration of technology during and post-COVID-19 era.

In this respect, an implementation of the Five-Year ICT Strategy was executed as planned. In this reporting period, the implementation had 12 initiatives, namely:

01	Organisational structure design and approval	02	POPIA and PAIA implementation
03	Revised GPL Governance Framework	04	IT structure implementation
05	Business process modelling	06	e-petitions system development
07	e-Discussion Forum	08	SAP, assets and inventory management
09	Project management system	10	Records management
11	Control Objectives for Information and Related Technologies (COBIT 19) infrastructure,	12	Digital Legislature

In this respect, 85 of the planned milestones were achieved in line with the set annual target. The notable strides made include the design and approval of the functional structure of the legislature as well as a revised POPIA and PAIA Manual and its approved implementation plan, which was subsequently executed in the form of trainings that were offered to the officials.

Further, the GPL Governance Framework was revised and tabled before the various administration structures. The final framework will be tabled to the oversight structures for approval in the new financial year. All the outputs that were scheduled for the Digital Legislature, COBIT 19, SAP, e-petitions, business process modelling, and records management were realised as planned. The outstanding milestones that relate to project management system, organisational structure design and e-Discussions will be rolled over and integrated into the 2023/2024 financial year's implementation plan. It is envisaged that the project management system as well as the e-Discussion forum will be implemented as part of the collaborative agreement package offered through the e-Government Department's services.

Although the milestones scheduled for both the Human Resource Strategy and the Leadership Initiatives were not realised as planned, there were key strides that were made in the partial achievement of the set targets.

The institution continued to implement the Human Resources Strategy, thereby attaining 98% of the planned milestones. The outputs that were achieved in this reporting period included repositioning of the human resources management, employees' wellness programme, human resource governance, and organisational development.

However, partial achievement was reported in the areas of talent management and new working model, which is underpinned by the Value Creation Project, that aims to reconfigure the organisational structure to be responsive to the current and future strategies of the legislature. The talent management strategic pillar of the strategy is about ensuring the policies are revised to respond to the current human resource management requirements. In this respect, a total of six policies were referred to the Policy Committee for review and the recommendations thereof were submitted to the Secretariat for approval. These include Talent Attraction and Retention Policy, Time and Attendance Policy, Supply Chain Management Policy, Members' Funeral Policy, Members' Training and Development Policy, and Information Centre Policy. Some of these policies have been approved, and awareness raising workshops were held with all officials to familiarise them with the contents and operational implications thereof.

With respect to the Leadership Initiatives, 92% of the planned milestones were achieved. These were in the following areas: implementation of the capacity building programme in collaboration with the National School of Government, implementation of the learning and development programme, rollout of the Integrated Performance Management System (IPMS) as well as team building and induction of senior managers. Partial achievement was reported around leadership and management coaching, which will be rolled over into the new financial year.



Performance indicators and targets



Programme 3: Corporate Support Services

Performance Indicator	Actual Achievement 2021/2022	Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target for 2022/2023	Comment on deviations
-----------------------	---------------------------------	-----------------------------	---------------------------------	---	-----------------------

Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

	5.5	Percentage achievement of milestones in the Leadership initiative implementation plan	1	100%	92%	8%	A suitable leadership and coaching expert was identified later than anticipated, resulting in delays in initiating the project. The project was initiated in Q4 of the 2022/2023 FY and will be concluded in Q3 of the 2023/2024 FY.
	5.6	Percentage implementation of scheduled member training	75%	100%	100%	No deviation	N/A
	5.7	Percentage achievement of milestones in the ICT strategy's annual implementation plan	93%	85%	85%	No deviation	N/A
	5.8	Percentage achievement of milestones in the HR strategy's annual implementation plan	HR Strategy and Implementation Plan approved	100%	90%	10%	Outputs not implemented due to dependency on the Value Creation initiative that is still underway. All outputs not achieved will be implemented in the next reporting period.



Strategy to overcome areas of underperformance

Two targets were partially achieved in this reporting period. The mitigation strategies have been put in place to ensure integration of the outstanding outputs plans of both the HR Strategy and Leadership Initiative Project into the new financial year's implementation for seamless execution of these implementation plans.



Changes to planned targets

There were no in-year changes made to planned performance indicators and targets.

2023/2024 financial year outlook

For the 2023/2024 financial year, the GPL will continue with the implementation of the Human Resources (HR) Strategy. The Value Creation Project, which is currently underway, will be a contributing enabler towards full attainment of the HR Strategy. The project was initiated in 2022 and is proving to be a good vehicle to see to the successful implementation of the approved HR Strategy. Linked to the Value Creation Project is the development of an ICT Digital Transformation Strategy. The ICT Strategy is an initiative with all five programmes of the GPL as direct sponsors. The executive leadership of the institution will continue with the leadership coaching for the next reporting period. This initiative is designed to enhance the leadership skills and executive functioning of both senior and middle management towards a motivated, achievement-oriented professionals who will facilitate achievement of the GPL strategy and mandate. Lastly, the GPL will continue to strive for 100% implementation of the Members' Training. Important to note is that the 2023/2024 financial year is preceding an election year and a new legislation around elections and electoral management has been passed – Electoral Amendment Act. A lot of work will, therefore, be centred around the disestablishment of the Sixth Legislature and the establishment of the Seventh Legislature in compliance with the new regulatory frameworks.





Programme 4: Core Business

The Core Business Programme provides comprehensive support to the House and its committees to advance their constitutional mandates of oversight and scrutiny over the work of the Executive, law-making, public participation, and cooperative governance.

In all the mandates, Core Business ensures involvement of the people of Gauteng in the business of the legislature through the provision of administrative support to different public participation initiatives and creation of platforms that ensure effective participation. The programme comprises three subprogrammes that play a critical role in the attainment of the strategic outcomes of the legislature, and these are Parliamentary Business; Communications, Public Participation and Petitions, and Information and Knowledge Management. The programme contributes directly to four of the five strategic outcomes with a total of 11 performance indicators. Of these, nine were achieved while two were not achieved as detailed below.



Strategic outcomes, performance indicators, planned targets and actual achievements

The main aim of the Core Business Programme is to support the House, committees, and Members in fulfilling the constitutional mandates of making laws, overseeing the work of the Executive as well as facilitating a participatory governance in the business of the legislature. To achieve this, resources are delivered through Core Business to provide Members with diverse professional support in procedural, legal, research, House and Committee secretarial services, language, communications, advisory and other information services. The extent to which the quantity, quality and timeliness of the specified services provided by each of the service areas meet the agreed standards and targets is critical to ensure continued support of the House and its Committees. Table 6 below illustrates the performance targets that were achieved and those that were not realised in the reporting period and measures to mitigate the partial performance are reported.

Strategic Outcome	
	SO1: Enhanced oversight and accountability towards service delivery.
	SO2: Improved responsiveness of laws to meet the needs of the people of Gauteng.
	SO3: Public participation to become more community-based and representative.
	SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

The procedures that guide the work of the House were reconfigured at the outset of the COVID-19 to enable the House and its committees to hold meetings through electronic means. The hybrid House Sittings continued in the current reporting period with the legislature using various operation modes to enhance oversight and accountability towards service delivery. The lifting of the National State Disaster in response to COVID-19 allowed for more physical oversight as well as participatory governance activities within the communities of Gauteng Province.

To this end, the House adopted 159 SOM oversight reports, comprising quarterlies, budget, annual, as well as focused intervention study reports. Additionally, the various House Committees carried out 21 focused intervention studies in this reporting period.



“Through focused intervention and diligent inquiry, the House has adopted an array of transformative study reports aimed at enhancing Gauteng’s socioeconomic landscape. These reports encompass a diverse range of critical topics, from the impact of GBN rollout on township service providers to the assessment of road safety plans and the advancement of women-owned businesses. With relentless pursuit, we strive to foster progress and prosperity in the region, ensuring equitable service delivery and sustainable development for all citizens.”

Table 1 below details the respective House committee and the topics of the FIS conducted:

List of focused intervention study reports adopted by the House

As at Quarter 4, 2022/2023 FY (21)

01	Finance Committee: The impact of the GBN rollout on the township service providers-Finding the linkage between the GCR-ICT Strategy 2015-2020 and the Gauteng Township Economy Revitalisation Strategy 2014-2019.	08	CoGTA, e-Government, Research and Development: Exploring the procurement of goods and services targeted for women-owned companies, including youth and persons living with disabilities in the 2022/2023 FY.	15	SRAC Committee: An assessment of the implementation of the Mzansi Libraries Online ICT project in Gauteng.
02	Finance Committee: Gauteng Provincial Government's Compliance with government's 30-day payment to service providers	09	EARD (Environment, Agriculture and Rural Development): The implementation of the Township Economy Revitalisation Strategy through Enterprise Incubation and Innovation Support: A Case of the eKasi Labs Programme.	16	Human Settlements Committee: Examining progress made in relation to the provision of bulk infrastructure in Gauteng Province: A case study of Merafong: Mogale City and Rand West Local Municipalities.
03	Safety and Security Committee: Assessing the implementation and effectiveness of road safety plans to reduce road crashes and fatalities in Gauteng for the 2021/2022 FY.	10	EARD (Environment, Agriculture and Rural Development): Commercialisation of Suikersbosrand Nature Reserve.	17	Health and Wellness Committee: Assessing factors contributing to procurement of goods of over R500,000 without competitive bidders.
04	Infrastructure Development and Property Management Committee: Department of Health infrastructure Maintenance 2020/2021 FY.	11	Infrastructure Development and Property Management Committee: Infrastructure Delivery Management System (IDMS), E-Maintenance, Primavera and their impact on service delivery 2	18	Health and Wellness Committee: Assessing whether Gauteng Hospitals have the capacity to carry minor infrastructure maintenance projects.
05	Social Development Committee: An assessment of the effectiveness and efficiency of the department's monitoring and evaluation capacity towards funded NPOs and how it advances service delivery.	12	Transport and Logistics Committee: Report on the assessment of the 5-year Implementation Plan of Integrated Transport Master Plan 25 (ITMP25).	19	Education Committee: Assessing the implementation of School Information, Communication, Technology and e-Learning Programmes in Gauteng schools.
06	SRAC Committee: An assessment of the support the sport academies provide to the athletes and federations across the Gauteng City Region.	13	Transport and Logistics Committee: Gautrain Rapid Rail Link Expansion Project.	20	Economic Development Committee: Extent and impact of Commercialization Programme for smallholder farmers and agroprocessors
07	GoGTA and Human Settlements Committee: Assessing progress made in relation to Bekkersdal Urban Renewal Project.	14	Economic Development Committee: Revisiting infrastructure projects mired by protracted delays: Assessing progress at the Biopark Phase 3, Jewellery Manufacturing Precinct and Visitor Centre.	21	Social Development Committee: Implications of termination of non-profit organisations' (NPOs) funding on the provision of service delivery [on the provision of services].

Resolutions are one of the key tools applied by the legislature to exercise its oversight and scrutiny over the Executive. These are binding decisions of the House requiring action and response by the Executive. Resolutions, as an oversight tool, also provide a tracking mechanism of action by the Executive. Consideration of resolutions by the House committees marks a critical step in the resolutions' management value chain, where committees scrutinise the implementation of the resolutions by respective provincial departments and resolve whether to close or keep the resolutions open depending on the adequacy of the responses.

In this reporting period, the House committees considered 71% (352 of 494) of the responses to House resolutions received. Of the 352 responses considered by the committees, 51% (185 of 352) were closed. The balance of 49% remains open, with a view that these will be closed in the next reporting periods through continuous engagements between the committees, the respective Executive and municipalities who are to provide the required responses on progress made. The committee will continue to monitor the actions taken on the resolutions.

The legislature also applies questions and Motions as oversight tools to hold the Executive accountable. During the reporting period, a total of 57 Oversight Question Papers were produced and communicated to the Executive to seek accountability on the questions raised by the legislators. Furthermore, a total of five substantive Motions were tabled for debate in the House for adoption (refer to Table 2 below).

Table 2: Title of Motions tabled

As at Quarter 4, 2022/2023 FY	
01	Adoption of the Gauteng Provincial Appropriation Bill [G001-2022, i.e. B-2022]
02	Motion on gender-based violence
03	Adoption of the Gauteng Provincial Unauthorised Expenditure Bill
04	Adoption of the Gauteng Provincial Adjustment Appropriation Bill, 2022/2023 FY
05	Adoption of the Gauteng Provincial Second Adjustment Appropriation Bill, 2022/2023 FY

In addition to the above tools that ensure compliance with both the Sector Oversight Model and the Standing Rules of the House, petitions provide a platform for the people of Gauteng to make their submissions or complaints to the legislature, as provided for by the Gauteng Petitions Act. The petitions system allows the Petitions Standing Committee (PSC) to facilitate, oversee and demand action on the backlogs and/or feedback on queries relating to service delivery from the Executive, and to provide feedback to the petitioners.

In the period under review, 128 new petitions were tabled before the PSC for consideration. This is against the planned target of 120 petitions. Of these, 117 petitions (91%) were adopted, nine (7%) were rejected, and two (2%) were deferred for further consultation with affected stakeholders.

The Constitution vests the law-making powers in the province in the Gauteng Legislature. These powers require the legislature to consider, pass, amend or reject any Bill before it, and initiate or prepare legislation. In order to fulfil its obligation to enact laws, the GPL committees processed laws, Bills and regulations during the current reporting period as detailed below.

A total of five regulations, as listed below, were approved:

- » Gauteng Public Transport Regulatory Entity Amendment Regulation, 2022
- » Revision of Uniform Patient Fee Schedule relating to Hospital Mortuary, 2022
- » Revision of Uniform Patient Fee Schedule relating to Ambulances, 2022
- » Revision of Uniform Patient Fee Schedule relating to Classification of and Fees Payable by Patients at Provincial Hospitals, 2022
- » Gauteng Gambling Amendment Regulation, 2023

Furthermore, a total four (4) Bills that will be signed into law by the Premier of Gauteng were adopted as listed below:

- » Gauteng Provincial Appropriation Bill for the 2022/2023FY;
- » Gauteng Provincial Unauthorised Expenditure Bill;
- » Gauteng Provincial Adjustment Appropriation Bill for the 2022/2023 FY; and
- » Gauteng Provincial Second Adjustment Appropriation Bill for the 2022/2023 FY.

The third aspect of discharging the law-making mandate to ensure laws meet the needs of the people of Gauteng is the processing of Bills from the National Council of Provinces, private Members and the Executive. The legislature actively participates in the National Council of Provinces (NCOP) to ensure that all the Bills passed by the National Parliament represent the interests and needs of the people of Gauteng.

To this end, the committees considered a total of 27 Bills, comprising 17 Section 76, three Section 77 and seven Provincial Bills.



Table 3: List of Bills, Quarter 4, 2022-2023 FY (27)

Section 76 Bills			
As at Quarter 4, 2022/2023 FY (21)			
01	Sectional Titles Amendment Bill	02	Economic Regulation of Transport Bill
03	Independent Municipal Demarcation Authority Bill	04	Relocation of the Seat of Parliament Bill
05	Older Persons Amendment Bill	06	Agricultural Product Standards Amendment Bill
07	Traditional Affairs General Amendment Bill	08	Housing Consumer Protection Bill
09	Children's Amendment Bill	10	Marine Pollution (Prevention and Pollution from Ships) Amendment Bill
11	Expropriation Bill	12	National Forest and Fire Amendment Bill
13	Performers' Protection Amendment Bill	14	National Land Transport Amendment Bill
15	Copyright Amendment Bill	16	Transport Appeal Tribunal Amendment Bill
17	Fundraising Amendment Bill		

Finally, as part of enhancing its oversight over the provincial budget, the legislature concluded the feasibility study on the Money Bills Amendment Procedure and Related Matters Act. The study was conducted to test the legislature's state of readiness to implement the Act, thereby looking at the procedural, structural and capacity issues. A plan of action will be put in place to kickstart the implementation of the Act during the next financial year. Once enacted, the Act will enable the legislature to amend Money Bills as envisaged by section 120 of the Constitution.

Public participation is critical in a democratic governance system to ensure a participatory governance. In this respect, there are two performance targets, namely: the petitions that are considered by the Petitions Standing Committees, already reported earlier; as well as the public education workshops. The latter target aims to raise awareness about the work of the legislature, and empower communities that engage with the legislature about its role and how to engage them, particularly, during sector parliaments and public hearings.

A total of 107 public education workshops were conducted against the forty planned workshops. The number of workshops carried out surpassed the planned target because of the lifting of regulations and conditions that were made in terms of the Disaster Management Act in response to COVID-19.

Further public participation efforts included the listed five (5) sector parliaments that took place in this reporting period:

Table 4 : Sector Parliaments

Sector Parliament Focus	
 Interfaith Parliament 2 Jun 2022	 Children's Parliament 15 Jul 2022
 Youth Parliament 22 Jul 2022	Throughout the year, we proudly arranged five sector parliaments, which included among others the Interfaith Parliament and Senior Citizens Parliament, with the aim to foster inclusivity, empower diverse voices, and emphasise our dedication to a shared, brighter future through public participation.
 Women's Parliament 26 Aug 2022	 Senior Citizens Parliament 21 Oct 2022



To continue raising the profile of the GPL and involve the people of Gauteng as part of its transformational agenda, the GPL hosted the 8th Annual Vita Basadi Awards. These awards recognise excellence by Gauteng women in various industries and acts of community service throughout the city region.

Through this initiative, a total of 307 nominations for eight general and two special categories were received.

Through these awards, the Honourable Speaker, Ntombi Mekgwe, honoured a total of 17 women in the categories as follows:

Award Category	
Winner	Runner-Up
Community Builder of the Year	
Salaminah Mpho Mofokeng	Innocentia Phulufhelo Rambau
Community Heroine	
Mapule Moloto	Suzan Ngobeni
Woman of Honour	
Glenda Masebe	Katleho Paballo Makupu
Youth Philanthropist	
Karabo Mokgonyana	Didintle Olorato Moatshe
Outstanding Creative	
Thembi Monametsi	Lerato Phakoe
Unsung Legend	
Mamitwa Gololo	Grace Matlhodi Mosala
Young Dignitary	
Alexandra Okoye	-
Guardian Award	
Chief Kgomotso Mthethwa	Constable Nnana Komape
Speaker's Special Award	
(Banyana Banyana) National Women's Soccer team	
Lifetime Achievement Award	
Ma Shange (Gogo Shange)	



Performance indicators and targets



Programme 4: Core Business

Performance Indicator	Actual Achievement 2021/2022	Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target for 2022/2023	Comment on deviations
-----------------------	---------------------------------	-----------------------------	---------------------------------	--	-----------------------

Strategic Outcome 1: Enhanced oversight and accountability towards service delivery

	1.2	Number of SOM oversight reports adopted	170	131	159	28	Provincial Adjustments Appropriation led to the production of more oversight reports than expected.
	1.3	Percentage of responses to SOM oversight House resolutions considered by Committees	34% (259 of 756)	50%	71% (352 of 494)	21% (104 of 494)	The effective implementation of mitigation strategies put in place based on the previous year's financial year.
	1.4	Number of oversight question papers produced	51	42	57	15	This is a demand driven output.
	1.5	Percentage of Motions tabled by the House	6	100%	100% (5 of 5)	No deviation	This is a demand driven output.
	1.6	Number of adopted Committee Inquiries reports	0	1	0	1	Delays in sourcing technical experts due to cost of implementation / service from bidders exceeding available budget. Administrative processes are once more underway to secure a technical expert.

Strategic Outcome 2: Increased responsiveness of laws to meet the needs of the people of Gauteng

	2.2	Percentage of Bills processed	100% (28 of 28)	100%	100% ¹ (27 of 27)	No deviation	N/A
	2.3	Percentage of laws passed	100% (4 of 4)	100%	100% (4 of 4)	No deviation	N/A
	2.4	Percentage of approved Regulations	100%	100%	100% (5 of 5)	No deviation	N/A

Strategic Outcome 3: Enhanced meaningful public participation

	3.1	Number of petitions considered by the Legislature	94	120	128	8	PSC considered an average of 2 petitions more than planned
	3.2	Number of public education workshops conducted	N/A	40	107	67	Lifting of the State of Disaster in April 2022 enabled for physical workshops to be undertaken at a large scale than initially planned

¹ Gauteng Provincial Appropriation Bill of 2022-2023 FY, Adjustment Appropriation of 2022-2023 FY, Second Adjustment of 2022-2023 FY, and Unauthorised Expenditure Bill.



Programme 4: Core Business

Performance Indicator	Actual Achievement 2021/2022	Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target for 2022/2023	Comment on deviations
-----------------------	------------------------------	--------------------------	------------------------------	---	-----------------------

Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

	5.9	Percentage achievement of milestones in the annual implementation Plan of the Integrated Communication Strategy	70%	90%	81%	9%	Responsiveness of the market delayed three key milestones and planned events rescheduled.
---	-----	---	-----	-----	-----	----	---



Strategy to overcome areas of underperformance

In this reporting period, there are two areas of performance deviation – non-responsiveness of the tender market affected most of the planned milestones of the Integrated Communication Strategy and PPP Implementation Plan, as well as delays in sourcing technical expertise to support the implementation of the committee’s planned inquiry. In this respect, the mitigation strategies have been identified to overcome the challenges experienced. These include the sourcing of technical expertise in the next reporting period. The outstanding milestones will be incorporated into the next financial year’s implementation plan for execution.



Changes to planned targets

There were no in-year changes made to planned performance indicators and targets.

2023/2024 financial year outlook

It is anticipated that the recommendations of the feasibility study on the Money Bills Amendment Procedure and Related Matters Act will be implemented to further enhance the sector’s initiative to improve the implementation of the model across the sector. Additionally, with the recent amended Electoral Act (Act 1 of 2023) which provides for the increase of seats in the Seventh Legislature from 73 to 80, the GPL will follow the necessary procedures to prepare and align accordingly. To further ensure that the laws of Gauteng meet the needs of its people, the review of the Petitions Act – focusing on, amongst others, the review of its ability to subpoena witnesses and MECs – will be concluded and systems will be put in place to implement the Act’s provisions. Other key aspects of implementation, in the next reporting period, include the rollout of the functional e-petitions system, records management project as well as the revamping of the Internet and Intranet.



Programme 5: Chief Financial Officer’s Office

The purpose of the programme is to provide professional financial, risk and supply chain management services for the realisation of the legislature’s strategic outcomes.

The office strives to raise financial resources to ensure adequate funding for the implementation of the institution’s strategic plan while promoting effective financial management with respect to revenue, expenditure, assets and liabilities. The office promotes strong financial, supply chain, and risk management practices through collaborative partnership with all administrative programmes and House committees of the legislature. It provides effective and efficient management of all financial resources through the implementation of best business practices by linking strategic planning, budgeting and reporting. The office is also responsible for ensuring continuous implementation of all relevant financial legislations to enhance the fiscal stability, accountability and integrity of the legislature.

The programme oversees implementation of governance processes related to financial management, supply chain management, auditing, and risk management. In addition, it promotes stewardship and assures the allocation and management of resources to support the institutional outcomes. The programme is central to performance achievement of Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance.

Strategic outcomes, performance indicators, planned targets and actual achievements

Strategic Outcome	
	SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

In this reporting period, the programme had two planned targets under Strategic Outcome 5 as detailed below, both of which were realised. The first planned target was “Number of MTEF budgets of the legislature tabled in line with prescribed timeframes”. The Medium-Term Expenditure Framework budgets were produced in May 2022 as well as in February 2023 to comply with the prescripts of the Financial Management of Parliament and Provincial Legislature Act (FMPPLA). These were subsequently submitted to the Executive Authority and tabled before respective oversight and governance structures. Further, to strengthen financial discipline, the programme undertook various activities to enhance compliance of the legislature with the relevant fiduciary requirements and principles of good governance. These activities included production and submission of monthly financial reports to the Executive Authority in line with the provisions of FMPPLA, payment of constituency allowances to the political parties, and monitoring of invoice payments within 30 days.

In improving the supply and demand value chain, demand plans for all programmes were prepared to facilitate requisitions for goods and services in this reporting period. Furthermore, existing suppliers in the database were vetted, and non-vetted suppliers were removed from the database.

To ensure appropriate levels of delegation, improve operational efficiencies and ensure compliance, three policies were reviewed, i.e. Supply Chain Management, Asset Management Policy, and Inventory Management Policy. This was coupled with the review of the Delegations of Authority. The programme continued to monitor and report on unauthorised, irregular, and fruitless and wasteful expenditure throughout the year. It committed itself to ensuring transformation of the public procurement processes in an endeavour to redress the injustices of the past. To achieve this, set targets were determined at the beginning of the financial year, as depicted in the table below.

Whilst the targets on women and youth were marginally not achieved by 0,29% and 0,6% respectively, the HDI overall target was well achieved. The target on PwDs was also well exceeded by achieving 1,5% against a target of 0,2%.



Further, notable achievements were made in procurement from businesses owned by people living with disabilities, which was enhanced by targeted procurement. To strengthen the compliance of various enterprises interested in providing services to the legislature, the programme conducted a workshop with micro businesses during the financial year to raise awareness about the compliance requirements.

Preferential Procurement Targets

BBBEE Indicators		Target	Q1	Q2	Mid-Year	Q3	Q4	Year End
01	Historically Disadvantaged Individuals	60%	56.48%	64,57%	64.57%	65%	68%	63,01
02	People living with disabilities	0,2%	0.90%	2,15%	2.15%	2%	1%	1,51
03	Women	30%	26.32%	31,53%	31.53%	27%	34%	29,71
05	Youth	10%	9.29%	8,26%	8.26%	10%	10%	9,40
06	Township economy	10%	52.08%	63,86%	63.86%	71%	33%	54,94

Furthermore, the programme provided strategic leadership during the annual budgeting process to ensure appropriate and adequate funding of the annual performance plans within a constrained economic environment. The programme coordinated and finalised the budget adjustments for 2022/2023 and budgeting process for the 2023/2024 financial year. In line with Section 51 of FMPPLA, financial reports were prepared monthly and submitted to both internal and external stakeholders within 15 days of each month.



The programme continued with its objective of ensuring that the GPL achieves its stated objectives with limited resources, by implementing efficiency measures and reprioritisation of activities and projects. In this reporting period, the GPL fulfilled the requirements of Section 236 of the South African Constitution which promotes multi-party democracy and, in particular, funding of political parties participating in the provincial legislatures on an equitable and proportional basis.

The office – through its Audit, Risk and Governance Subprogramme – coordinated and facilitated the 2021/2022 statutory audit by the Auditor-General of South Africa (AGSA), in line with the requirements of FMPPLA. An annual audit strategy was developed to address the AG’s reported findings from the previous reporting period. The implementation of the action plans was monitored and reported to oversight

structures throughout the financial year. The resultant outcome is that the legislature achieved an unqualified audit with no matters of emphasis from the AGSA for the 2021/2022 financial year, thus maintaining the outcome of the previous financial year.

Additionally, to strengthen compliance of the institution with its regulatory frameworks, ongoing compliance assessments against key regulations were conducted throughout the financial year. This was followed by risk mitigation plans to address the possible gaps that may have been identified.

Performance indicators and targets



Programme 5: Chief Financial Officer's Office

Performance Indicator	Actual Achievement 2021/2022	Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target for 2022/2023	Comment on deviations		
Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance							
	5.10	Audit opinion of the AGSA	Unqualified audit opinion with no matters of emphasis for the 2020 /21 FY	Unqualified audit opinion with no matters of emphasis for the 2021/22 FY	Achieved unqualified audit opinion with no matters of emphasis for 2021/22 FY	No deviation	N/A
	5.11	Number of GPL MTEF budgets tabled in line with prescribed timeframes	2 ²	2	2	No deviation	The effective implementation of mitigation strategies put in place based on the previous year's financial year.

 Strategy to overcome areas of underperformance		 Changes to planned targets	
There were no areas of performance deviation reported under Programme 5.		There were no in-year changes made to planned performance indicators and targets.	

2023/2024 financial year outlook	
In the 2023/2024 financial year, the GPL will intensify and enhance partnership support services and provide dedicated support in Finance, SCM, Asset Management, and Risk Management. The programme will further enhance strategic resourcing to improve efficiencies in the provision of goods and services, and ensure alignment between the financial plan, risk management and institutional strategy. To be responsive to fiscal constraints faced by the country, more focus will be on improving financial practices and efficiencies and thereby realising more value from the limited resources. Furthermore, the legislature will also implement the Investment Policy and seek best investment options to realise additional own revenue.	

2 The target was previously measured at the Operations Plan-Based level.



6/ Transfer of payments

In this reporting period, the GPL fulfilled the requirements of Section 236 of the South African Constitution which promotes multi-party democracy and funding of political parties participating in the provincial legislatures on an equitable and proportional basis. The transfer payments for political party funding and constituency allowances are paid to political parties that are represented in the GPL. The main objective of the payment of a constituency allowance is to enable parties represented in the GPL to establish and maintain infrastructure to serve the interests of their constituents. The intent of the political party funding is to allow each party represented in the GPL to establish and maintain its own administrative infrastructure within the GPL precinct, to enable Members to obtain the required training to fulfil their constitutional mandate as well as to enable them to attend party political meetings in the interest of the GPL.

The Political Party Funding Act (Act 6 of 2018), which regulates public and private funding of political parties, became effective from 1 April 2021, following the signed proclamation by the President of the Republic of South Africa on the enactment and commencement of the Act.

During 2022/2023, a combined amount of R158 million was transferred to political parties represented in the GPL as indicated in the table below:

Political Party Funding for 2022/2023

Party Name	Support for Political Party Work	Support for Constituency Work	Total Transfers
ANC	46 875 971	30 222 926	77 098 897
DA	26 235 95	16 336 723	42 572 679
EFF	14 980 82	8 985 196	23 966 023
VF+	5 076 68	2 450 509	7 527 195
IFP	2 648 53	816 840	3 465 377
ACDP	2 568 02	816 840	3 84 864
Total	98 386 00	59 629 034	158 015 035

7/ Donor funds received

The GPL did not receive any donor funds in this reporting period.





8/ Capital investment

The acquisition, maintenance and safeguarding of GPL's assets remained a priority as prescribed by FMPPLA. The legislature maintained and updated a fixed asset register (FAR) that adheres to the requirements of relevant prescripts. The fixed asset register is updated regularly with new acquisitions, disposals and any other movements of assets as and when they occur.

In line with the GPL Strategy, replacement and disposal of old and redundant equipment that no longer support effective service delivery by the GPL was undertaken. All assets that could not be cost-effectively repaired or refurbished were disposed of. All stolen and lost assets were dealt with in line with the GPL policy on the management of losses. Furthermore, all losses due to theft were investigated and recommendations were made on whether to recover the losses or to write them off. The number of losses due to theft was relatively low. All losses were removed from the asset register after approval.

All new assets were barcoded, captured on the FAR and asset locations were also updated accordingly before distribution. Asset verification was conducted at the end of the financial year to account for all assets in possession of the GPL. In addition, impairment tests and reassessment of useful life of assets were conducted and the FAR was reconciled to the General Ledger. Continued efforts were made to strengthen the overall control, management and safeguarding of assets, and compliance was monitored on an ongoing basis.

9/ Reporting on the institutional response to the COVID-19 pandemic

In 2022/2023, the GPL made available a total amount of R3.5 million to respond to the COVID-19 pandemic and ensure that the work of the legislature continues uninterrupted. The actual expenditure as at 31 March 2023 amounted to R1.9 million, representing 55.4% of the total allocated budget, as detailed below.

Intervention	Total budget allocation per intervention	Budget spent per intervention	% Spent
ICT 3G Network - Data	3 449 141	1 941 649	56,3%
Building Management COVID-19 requirements	33 881	-	0,0%
Safety and Security COVID-19 requirements	27 198	2 000	7,4%



HON. MO...
TABLE AS...

NA A
TANT

Enhancing integrity and empowering governance: Navigating the path of corporate excellence in the Gauteng Provincial Legislature.



GOVERNANCE

Governance



Hon Lentheng Ntombi Mekgwe
Speaker

**Enhancing integrity and empowering governance:
Navigating the path of corporate excellence in the
Gauteng Provincial Legislature.**



Hon Nomvuyo Mhlakaza-Manamela
Deputy Speaker

1/ Introduction

The Gauteng Provincial Legislature (GPL) continuously strives to deliver on its key mandate and strategic objectives by entrenching governance processes, risk management and internal controls in its day-to-day operations. It is fully committed to integrity, transparency, fairness, and accountability in all its operations. The Legislature Services Board (LSB) is committed to applying the principles of corporate governance and it recognises that good corporate governance is essential in protecting the interests of all stakeholders. These responsibilities and deliverables are overseen by the LSB, which delegated some of its responsibilities to the other three (3) committees of the Board.

The LSB, as supported by management, serves as the focal point and custodian of principled and high standards of corporate governance in the Gauteng Provincial Legislature. The Corporate Governance Framework of the GPL embodies the principles of the King IV reports, where applicable; FMPPLA as well as structures, processes and systems that enable the organisation to maintain the highest standards of good governance and ethical leadership.

The governance model of the GPL is two-pronged, i.e. the Executive Authority and the Legislature Services Board (LSB). The Executive Authority, as the political head of the institution, is overseen and held accountable by the Oversight Committee on the Premier's Office and the Legislature (OPCOL). The LSB, chaired by the Executive Authority, holds the Accounting Officer and executive management accountable.

2/ Corporate governance statement

2.1/ Establishment and composition of the LSB

The Legislature Services Board was established in terms of the Legislature Services Act (Act 5 of 1996) and follows the principles of King IV and Protocol on Corporate Governance in the Public Sector. Members of the LSB are appointed in terms of Section (4)(1)(a-f) of the Legislature Services Act. The Legislature Services Board comprises 10 members, i.e., the Speaker of the Legislature, who is the Chairperson of the Board: the Deputy Speaker, the Chairperson of Committees, the Leader of the official opposition, the Leader of the minority party, the Chief Whip of majority party, three (3) independent members as well as the Secretary to the Legislature. The LSB, which has a broad range of skills, knowledge and experience, ensures the highest levels of governance are applied.



The Board is expected to meet at least four times in the financial year for any specific business issue. However, during the 2022/2023 financial year, the Board managed to meet five (5) times to consider the financial and non-financial performance information reports, including risk management, compliance and audit matters, and approval of policies that were presented by management.

In instances where there is a need to meet beyond the scheduled meetings, an additional meeting can be convened at the discretion of the LSB. An additional meeting was scheduled to consider the external auditors' report, management and audit reports and other reports.

2.2/ The roles and functions of the LSB

The LSB is responsible and accountable for the affairs and performance of the GPL and for ensuring the sustainability of the institution into the future. The Board's roles include, but not limited to, the following:

- » providing a strategic direction to management of the organisation and developing the vision, mission, corporate strategy and business plans;
- » approving strategic plans and evaluating the performance of the organisation against approved plans, including operating budgets, and monitoring expenditure of the institution and the overall short- to long-term financial metrics of the organisation;
- » developing a governance system for the GPL, to ensure that appropriate systems and procedures are in place to enable the GPL to conduct its business;
- » providing effective leadership that is governed by ethical principles and moral standards outlined in the Code of Conduct of the GPL in making sure that all who work for the GPL uphold the values of honesty and good faith and discharge their responsibilities in the best interest of the institution;
- » ensuring that all assets, facilities and equipment are safeguarded and maintained, and human capital is protected against any harm while executing their responsibilities;
- » reviewing and evaluating the effectiveness of the GPL's internal control enhancement plans, accounting policies as well as the risk management and auditing processes, and ensuring compliance with regulatory and governance requirements;
- » proactively managing ICT risks and performance within the defined ICT Governance Framework and ICT Strategy to improve business outcomes. This ensures that the Board has direct responsibility for governance of technology, ethical use of ICT, approval of ICT policies and charters, setting the direction on technology and monitoring ICT investment.

Legislature Services Board



Lentheng Ntombi Mekgwe
Non-Executive Member and Chairperson



Nomvuyo Mhlakaza-Manamela
Non-Executive Member



Sizakele Nkosi-Malobane
Non-Executive Member



Lesego Makhubela
Non-Executive Member



Bonginkosi Dhlamini
Non-Executive Member



Solly Msimanga
Non-Executive Member



Nandipha Siwahla-Madiba
Independent Non-Executive Member



Sandile Luthuli
Independent Non-Executive Member



Hlaleleni Dlepu
Independent Non-Executive Member



Peter Skosana
Executive Member

In the intricate tapestry of the GPL's governance, a two-pronged model emerges, with the Executive Authority and the Legislature Services Board (LSB) serving as pillars of strength. The Executive Authority, standing as the political helm, finds its mettle tested under the watchful eye of the Oversight Committee on the Premier's Office and the Legislature (OPCOL). Meanwhile, the LSB, steered by the Executive Authority, embraces the solemn duty of holding the Accounting Officer and executive management accountable to the highest standards of responsibility and integrity.

2.3/ Governance and operating committees

Governance is underpinned by effective leadership, oversight and management accountability based on a sound ethical foundation. The LSB continuously strives to ensure adherence to good governance principles when executing the GPL's mandate in line with the approved strategy taking into consideration the GPL's opportunities and risks in accordance with its risk appetite. In overseeing the implementation of the GPL's strategy, the LSB ensures that the recommended corrective actions appropriately address identified challenges. The LSB sets the tone for ethical leadership which forms the foundation for good corporate governance. Sound governance principles and processes define and steer the responsibilities of the Board and actively promote a sustained governance culture throughout the institution. The GPL has adopted the King IV principles in conjunction with regulatory provisions to achieve the overarching principles of sound governance, namely responsibility, accountability, fairness, and transparency. Governance is supported by the legal and compliance function which assesses our risks and material issues, and ensures that the necessary policies, procedures, and controls are in place to mitigate them. The audit and risk function monitors the effectiveness of these policies, procedures, and controls.

It should be noted that the Secretary to the Legislature (Accounting Officer) has the LSB's delegated authority for the day-to-day functioning of the GPL, assisted by the Executive Directors. The LSB Secretary is responsible for implementing and monitoring the implementation of the governance framework and to support key strategic deliverables of the institution by ensuring that the LSB and its committees function optimally. The delegated authority imposes certain restrictions and conditions appropriate for the effective exercise of such delegated powers. The Board ensures that its arrangements for delegation within its own structures promote independent judgement and assist with balance of power and the effective discharge of its duties. It is key for the Board and its committees to comprise the appropriate balance of skills, knowledge, experience, independency, and diversity for it to discharge its roles and responsibilities objectively and effectively.

2.4/ Compliance to the Financial Management of Parliament and Provincial Legislature Act, 2009

The Financial Management of Parliament and Provincial Legislatures Act (FMPPLA), 2009, regulates the preparation of strategic and annual performance plans and reporting against those plans. The Act promotes democratic values and principles enshrined in the Constitution of the Republic of South Africa relating to the promotion and maintenance of a high standard of professional ethics in the organisation; promotion of an efficient, economic, and effective use of resources allocated to parliaments; fair-ness, transparency, accountable and sound management of the revenue, expenditure, assets and liabilities of parliaments and legislatures. The Gauteng Provincial Legislature, through its governance committees, ensured that there is an effective discharge of oversight responsibilities by OCPO as well as the LSB and its committees throughout the 2022/2023 financial year. The executive management, led by the Secretary to the Legislature, provided quarterly financial and performance management reports of the institution in line with the requirements of FMPPLA.

The Board has strived to ensure its alignment with FMPPLA and King IV Reports on principles of good governance and improved accountability. The LSB ensures that

the GPL complies with all applicable laws and policies and adheres to codes and standards. All these compliance responsibilities are very onerous, especially where the State is involved. This is exacerbated by the fact that different single provisions in laws, policies, codes, and standards cannot be read in isolation, but need to be interpreted in the context of the entire scope of compliance applicable to the GPL.

2.5/ Conflict of Interest

The members of the Legislature Services Board are required to declare any personal or perceived interest that could constitute a conflict of interest, by signing a formal disclosure form. This process takes place at every meeting and where a conflict of interest exists, the members of the Board and any management team are required to excuse themselves from the meeting when conflicting matters are deliberated. In addition, members complete the annual declarations.

2.6/ Fees for Non-Executive Directors

The external independent directors are remunerated in accordance with the approved GPL fee structure, which was reviewed during the year under review. The fee structure is developed in accordance with FMPPLA and Treasury Regulations.

3/ Governance structures

3.1/ Composition of LSB and its committees

To ensure efficient operation and compliance with best practices and legislative requirements, the Board is supported by three (3) committees as well as the Board Secretary, as recommended by the Companies Act and the principles of King IV Report in Corporate Governance.

In terms of delegations of authority, the LSB delegated some of its responsibilities to the following committees: **Audit and Risk Committee, Human Resource Development Committee, and Performance and Remuneration Committee.**





The table below shows membership and the number of meetings attended in the 2022/2023 financial year:

Legislature Services Board				
The role of the Board		Members	Designation	Meeting Attendance
The LSB is ultimately responsible and accountable for the affairs and performance of the GPL and for ensuring the sustainability of the institution into the future. The Board's role includes, but not limited to, the following: » ensuring that appropriate systems and procedures are in place to enable the GPL to conduct its business in an honest, ethical and responsible manner; » ensuring that effective audit, risk management and compliance measures are in place; » reviewing, assessing and guiding management in setting group strategy and business plans; » reviewing and approving strategic plans, policies and operating budgets as well as to monitoring financial performance and expenditure; and » ensuring accurate, concise, transparent and timely reporting.		Hon Lentheng Ntombi Mekgwe	Non-Executive Member and Chairperson	5/5
		Hon Nomvuyo Mhlakaza-Manamela	Non-Executive Member	1/5
		Hon Sizakele Nkosi-Malobane	Non-Executive Member	5/5
		Hon Mzi Khumalo (Replaced by Hon Lesego Makhubela)	Non-Executive Member	0/5 2/2
		Hon Solly Msimanga	Non-Executive Member	2/2
		Hon Bonginkosi Dhlamini	Non-Executive Member	4/5
		Ms Hlaleleni Dlepu	Independent Non-Executive Member	4/5
		Dr Nandipha Siwahla-Madiba	Independent Non-Executive Member	5/5
		Mr Sandile Luthuli	Independent Non-Executive Member	4/5
		Mr Peter Skosana	Executive Member (Accounting Officer)	5/5

The following tables show the composition of each committee, its members as well as their roles and functions:

	Audit and Risk Committee		
	The role of the committee	Members	Meeting Attendance
» Assists the LSB in discharging its duties relating to the safeguarding of assets and evaluation of internal control enhancement plans. » Leads the risk management process, which includes risk identification, assessment, monitoring and review. » Evaluates and assesses the adequacy and effectiveness of the established accounting, financial, compliance and other internal control systems. » Considers the internal and external audit processes and the accounting principles and ensures compliance with policies to ensure independence and effective communication. » Oversees the adequacy and integrity of information reported in the integrated annual report of the GPL. » Carries out other functions as the LSB may request from time to time.		Dr Nandipha Siwahla-Madiba	6/6
		Mr Victor Nondabula	6/6
		Adv Johannes Weapond (appointed 1 October 2022)	2/2



Performance and Remuneration Committee (PRC)

The role of the committee

- » Oversees and monitors the performance of the GPL against its annual performance plan and institutional strategy.
- » Monitors that the organisation's remuneration policy and philosophy is aligned with the GPL's long-term business strategy, its business objectives, its risk appetite and values.
- » Monitors and ensures that the GPL implements its remuneration policy fairly and consistently, and that Senior Managers are remunerated accordingly for their individual contributions and performance within the group.
- » Carries out other functions as the LSB may request from time to time.

Members

Meeting Attendance

Mr Sandile Luthuli (Chairperson)

5/5

Hon Lentheng Ntombi Mekgwe

4/5

Hon Nomvuyo Mhlakaza-Manamela

2/5

Hon Sizakele Nkosi-Malobane

2/5

Hon Mpapa Kanyane

4/5

Hon Thokozile Magagula

1/5

Ms Given Sibiya

5/5

Mr Zola Fihlani

5/5



Human Resources Development (HRD) Committee

The role of the committee

- » Assists the LSB by providing oversight on the implementation of human resources policies and systems.
- » Exercises its responsibility on the premise that economic competitiveness is measured by aggregate skills and capacity of the GPL workforce. Thus, the organisation must put systems to protect its human capital and provide means in which the GPL workforce will be highly productive.
- » Carries out other functions as the LSB may request from time to time

Members

Meeting Attendance

Hon Nomvuyo Mhlakaza-Manamela
(Chairperson)

4/4

Hon Sizakele Nkosi-Malobane

4/4

Hon Dulton Adams

3/4

Hon Lesego Makhubela

4/4

Hon Fasiha Hassan

2/4

Dr Siphelele Zulu

4/4

Mr Tshokolo Nong

4/4

3.2/ Induction of LSB members

The Board requires individuals with the necessary competence to fulfil its strategic role as the custodian of the institution's good governance. In exercising its duties, members of the Board are expected to act with due diligence and skill and are required to have a sound understanding of the business of the legislature. This became more urgent with new appointments to the Board and its committees as dictated by the business needs of the Sixth Administration. During the 2022/2023 financial year, the GPL did not conduct a group induction as Members were inducted at the beginning of the Sixth Administration in 2019. However, new Members, who were appointed as and when a gap existed, were inducted separately on the functions of the LSB and the respective committees that they were part of.



3.3/ Board Charters

Each committee of the Board is governed by its own charter which is its terms of reference. These charters flow from the LSB Charter and they determine the mandate of each committee. The LSB, as the final decision-making body of the GPL, directs the organisation with the principles of effective leadership, ethics and principles of good governance. The LSB Charter incorporates principles and commitments embodied in the King IV Report of Corporate Governance as well as the Protocol on Corporate Governance in the Public Sector. These principles include discipline, independence, responsibility, fairness, social responsibility, transparency and the accountability of directors to all its stakeholders. The LSB is satisfied that every effort has been made in the financial year, which ended on 31 March 2023, to comply in all material requirements of good corporate governance. The Charters of the LSB and its committees were reviewed and adopted during the financial year under review, with the exception of the ARC Charter. The ARC Charter will be reviewed in the ensuing financial year.

4/ Internal Arrangements Committee

The Internal Arrangement Committee (IAC) is a newly constituted committee, which replaced the Members Affairs Committee. It has the authority to make all decisions related to Members in line with Section 116(2) of the Constitution of the Republic of South Africa, and all other applicable laws and fiduciary responsibilities of elected public representatives.

	Internal Arrangements Committee (IAC)	
	The role of the committee	
The main purpose of the Internal Arrangements Committee is to oversee how the Administration provides support to represented political parties, their Members and caucus staff; drafts and reviews policies relating to Members; looks at matters emanating from the stakeholder engagement meetings and any topical and relevant matters affecting Members.	Members	Meeting Attendance
	Hon Lentheng Mekgwe	2/3
	Hon Nomvuyo Mhlakaza-Manamela	2/3
	Hon Sizakele Nkosi-Malobane	2/3
	Hon Mpapa Kanyane	2/3
	Hon Mzi Khumalo	None
	Hon William Matsheke	3/3
	Hon Refiloe Kekana	3/3
	Hon Petrus Mabunda	2/2
	Hon Solly Msimanga	1/1
	Hon Adriana Randall	1/3
	Hon Itani Mukwevho	1/2
	Hon Ruth Mnisi	1/2
	Hon Anton Alberts	1/3
	Hon Amanda de Lange	1/3
	Hon Dulton Adams	2/3
	Hon Bonginkosi Dhlamini	3/3
	Hon Fred Nel	2/3
	Hon Khume Ramulifho	1/2
	Hon Lesego Makhubela	2/2
	Hon Matshidiso Mfikoe	1/1
	Hon Philip Makwala	0/1
	Hon Boitumelo Makhene	1/1

5/ Risk Management

The GPL recognises risk management as an integral part of management's responsibility and has, therefore, continued to implement the adopted Enterprise-Wide Risk Management Strategy and Policy during the period under review. The strategy is aligned to the COSO (Committee of Sponsoring Organisations of the Treadway Commission) Framework. The objective of this policy is to identify, manage, control, and respond to business, strategic and operational risks that may adversely affect the performance of the GPL. The GPL believes that effective risk management requires a single, consolidated view of risks across the business in order to understand the institution's full risk exposure and to prioritise risk management and governance activity.

The effective governance and management of our risks and opportunities are fundamental and underpin our ability to deliver on the GPL's strategic objectives, and our ability to create sustainable value. Effective enterprise risk management involves identifying and understanding the risks and opportunities facing the business of the GPL. By understanding those variables in our internal and external operating environments that create uncertainty and risk, we are better able to alleviate the effects of such risks and to position the institution to take advantage of any opportunities, future challenges and prospects to improve the quality of life of the people of Gauteng.

The GPL is committed to maintaining an effective, efficient and transparent system of risk management that supports the achievement of the department's strategic and operational objectives, as required in terms of section 7(c) of the Financial Management of Parliament and Provincial Legislatures Act (FMPPLA) and Public Finance Management Act. Risk assessments were conducted at strategic and operational levels, including the consideration and/or incorporation of possible emerging risks that included the impact of the COVID-19 pandemic. This forms part of the Risk Management Policy and strategy of the institution. Operational risks and related mitigation strategies are populated on the risk management registers and updated on a quarterly basis by risk owners. The quarterly risk management reports, which form part of the Risk, Fraud Risk Management (FRM) reports, include progress reports on the strategic risks identified. These reports are tabled at the Risk Management Committee (RMC), Secretariat, and Audit and Risk Committee (ARC) meetings. In addition, members either form part of the existing governance structures or are part of the operational management teams. The Audit and Risk Committee (ARC) reviews, monitors and engages with management on the quarterly fraud and risk management (FRM) reports.

The 12 strategic risks identified for the 2022/2023 financial year were not fully mitigated and have been carried over to the 2023/2024 financial year. Mitigation activities have been put in place and quarterly reviews of related mitigations were undertaken. Risk management processes, including Business Continuity Management (BCM), are proactively monitored.

5.1/ Risk process

At the GPL, our approach to risk relies on the ongoing monitoring of risk and related mitigation procedures and, when appropriate, their revision. These activities are embedded in our day-to-day activities and processes at a strategic and operational level, in our governance structures, and at policy level. Our risk management process aims to be practical and effective, rather than focusing solely on compliance. Our risk framework requires identification and management of risks to be embedded in business activities through the following processes.

An annual strategic risk assessment, informed by the strategic objectives of the GPL, was conducted and finalised during February 2022 and the outcomes thereof were presented and adopted by the Audit and Risk Committee. The Risk Management Committee met on a quarterly basis to consider progress regarding mitigation of the identified risks. The strategic risks and associated action plans were communicated, through the Chairperson of the Audit and Risk Committee, to the Legislature Services Board on a quarterly basis. The operational risk assessments were also conducted at the subprogramme level during the reporting period. The identified risks and their mitigating controls were continuously tracked, and progress on the implementation of action plans within the risk registers were regularly monitored and reported to the oversight structures. The strategic risks associated with the Sixth Term of the Legislature were identified, approved and included in the 2020-2025 Strategic Plan. The strategic risks will continue to be monitored, reviewed and updated on an annual basis over the MTEF period.

5.2/ Emerging risks

Emerging risks associated with the newly developing or changing risks that are highly uncertain and difficult to quantify were identified. They are generally driven by internal and external influences and often cannot be prevented, although they can be prepared for. **As such, these were effectively identified, incorporated into the risk register and managed accordingly during the period under review. Some of the emerging risks include:**

- » severe changing weather patterns due to climate change;
- » cyber security; and
- » loss of assets and/or assets unaccounted for during decommissioning of SAGE offices.

5.3/ The roles of the LSB and Audit and Risk Committee (ARC)

Risk is a standard agenda item at the LSB and the Audit and Risk Committee meetings. The role of the Audit and Risk Committee in our risk management process is multi-dimensional. Its primary role is to oversee risk governance and ensure that strategic risks are appropriately addressed and managed. Our risk management process reflects our integrated approach to business, and the Audit and Risk Committee – supported by various committees of the Board – examines all risks affecting the GPL Strategy.

The Audit and Risk Committee (ARC) has been delegated the responsibility for assurance within GPL and this is outlined in the ARC Charter. The ARC fulfils a dual function – an Audit Committee and a Risk Committee. Internal Audit conducts regular and full assessments of the risk management function and framework. The



ARC assesses the various assurance providers reports with objectivity, professional scepticism and formulate their own opinion on the integrity of the information on the reports and the effectiveness of the control environment. The ARC assumes responsibility of external reports issued by the organisation and sets the direction and provides clear guidelines on how these should be approached and addressed. The ARC ensures that the combined assurance model is applied through ensuring that the activities of the various assurance providers are coordinated and support the objectives for assurance. The committee is satisfied with the effectiveness of its oversight on the governance of risk in the GPL.

6/ Fraud and corruption

The GPL continued to implement the adopted Fraud Risk Management Framework and Policy and has also developed a Fraud Risk Management Plan during the reporting period. Progress on the implementation of the Fraud Risk Management Plan was monitored throughout the period and reported, on a quarterly basis, to all oversight structures, which include the Risk Management Committee, Audit and Risk Committee as well as the Legislature Services Board. A fraud risk assessment was also conducted during the period, and management has identified risk mitigation plans to reduce the risk of fraud and corruption at the legislature. Management is responsible for detecting fraud, theft and other irregularities. Each member of the management team and staff should be familiar with the types of improprieties that might occur within his or her area of responsibility and be alert for any indication of irregularity.

The GPL expects its employees to conduct all aspects of business with the highest level of professionalism and excellence, in line with the established institutional values and Code of Conduct. The Anti-Fraud and Corruption Hotline, which is administered by the Public Service Commission (PSC), remained operational during the period under review. Additionally, the GPL created a link on its official website which can also be utilised as another platform to report fraud and corruption. Members, staff, service providers and the public are continuously encouraged to utilise the hotline number (0800 701 701) to report possible or alleged incidents of fraud or corruption. Whistle blowers have the option to remain anonymous and are protected in terms of the Protected Disclosures Act, (Act 26 of 2000). There were no cases reported through the Anti-fraud and Corruption hotline. When such cases get reported, these are forwarded to the GPL's Accounting Officer for further investigation. It is an accepted fact that no matter how stringent fraud prevention measures within an organisation are, there is no guarantee that fraud and unethical behaviour will not occur.

During the period under review, no cases of fraud were reported through any of the channels made available to staff as well as the public. These channels include the Public Service Commission (PSC), which administers the fraud hotline on behalf of public institutions; a link on the GPL website as well as direct reporting to the Office of the Speaker.

The GPL remains committed to the highest ethical standards of integrity, openness and accountability. An important aspect of accountability and transparency is a mechanism to enable staff to report concerns in a responsible and effective manner. Where an individual may be aware of or discovers information which he/she believes shows serious malpractice, suspicious fraud or wrongdoing within the institution, then this information should be disclosed internally or to the PSC without fear of reprisal. Quarterly reports on fraud and corruption indicating NIL cases of fraud for the year under review were received from the PSC and subsequently presented to the Audit and Risk Committee.

7/ Minimising conflict of interest

7.1/ Members of the Provincial Legislature

The Gauteng Provincial Legislature (GPL) implements the Code of Conduct, which outlines the minimum ethical standards of behaviour that South Africans expect of their elected representatives, including upholding propriety, integrity and ethical values in their conduct. The Code of Conduct aims to foster a culture of a high degree of ethical conduct by Members of the Provincial Legislature (MPLs) and to ensure that they do not place themselves in positions that conflict with their responsibilities as public representatives. In terms of Part 4(20)(3) of the Code, MPLs are required to disclose their registrable interests within 30 days after the Official Opening of the Legislature or after being appointed as Members.

All Members have met the deadline in terms of declaring their interests. The Register of Members' Interests for 2021/2022 has been printed and copies were placed at the GPL Library for viewing by all interested parties, including the media or any member of the public.

7.2/ Minimising conflict of interest for staff

The Code of Conduct and Ethics Framework for GPL staff members is a standard guide for professionalism and self-regulation. The framework serves as a code of good practice and a guide on expected conduct. The approved GPL Code of Conduct and Ethics Framework requires that senior managers and staff declare their financial interests and execute their duties in accordance with the ethical and professional standards of the GPL.

The staff declared their financial interests electronically through the SAP ESS/MSS system (e-Disclosure) in April 2022. This system supports the completion of an electronic disclosure template which enhances the monitoring and evaluation of employee disclosures. Once all the disclosures have been submitted, follow-ups were made by the Office of the Integrity Commissioner to verify any potential conflicts and ultimately, follow through with the implicated officials, where necessary.

8/ Health, safety and environmental issues

The GPL complies with all relevant legislation, particularly, the Occupational Health and Safety (OHS) Act, 85 of 1993. The said Act provides guidance on how to provide a conducive and safe working environment for employees and people doing business with the Gauteng Provincial Legislature. Most of the interventions implemented in this reporting period were aimed at increasing the minimum level of compliance with the provisions of the Health and Safety Act and its regulations. The provisions of this legislative framework seek to promote, stimulate and encourage high standards of health and safety at work. This includes monitoring risks in the workplace, addressing reported incidents, and raising awareness and responsibility among employees around serious diseases. Efforts have been made and maintained to ensure user-friendly access to the building for people living with disabilities. The GPL has a functional Health and Safety Committee which conducts monthly and quarterly inspections to ensure that the GPL complies with the prescribed regulations. The committee meets quarterly to deliberate on its findings and make recommendations to the GPL through reports presented in the Risk Management Committee.

All health and safety representatives, first aiders and fire fighters have been trained in health and safety responsibilities. The hygiene issues that have been experienced by the GPL are being addressed by the Building and Maintenance Unit, and implementation is being monitored on an ongoing basis.

In terms of fire compliance, the current system in place is sufficient for a first-time response in cases of emergency. There is room for improvement and plans to upgrade the fire detection system are underway. The plans to extend fire compliance to the City Hall are being rolled out. The GPL, in collaboration with the City of Johannesburg's Disaster Unit, has continued to conduct evacuation drills to ensure that all occupants of the building know and understand what to do in case of emergency. This, to ensure that we adhere to all relevant statutes. In the current fiscal year, only one injury on duty with no fatalities was reported. The injury took place outside the precinct of the legislature. The employee was treated as an outpatient.

On 4 April 2022, the Department of Cooperative Governance and Traditional Affairs issued a termination notice on the national state of disaster, Government Notice No. 313, as published in the Government Gazette No. 43096 to end the state of disaster by 15 April 2022. The end of the national state of disaster meant that all COVID-19 regulations were no longer applicable and enforceable. The GPL continued to maintain good practices that were implemented during COVID-19 even after the lifting of the national state of disaster. This is proving to be beneficial to everyone in the GPL and ensures that management of hygiene becomes paramount in mitigating infections. There is, however, still room for improvement to ensure that the GPL implements best practices that are auditable and measurable.

The GPL has a resident Occupational Health Nurse and the services of the Occupational Medical Practitioner have been outsourced. The wellness and primary healthcare services are fully functional with quarterly awareness programmes for both male and female clients. There is an increase in daily intake. For all House Sitzings and major events, there is always an emergency medical service on standby.

9/ Oversight Committee on the Premier's Office and the Legislature (OCPOL)

During this reporting period, the GPL participated in all the meetings where it was invited to appear before OCPOL, addressing raised questions. Furthermore, committee resolutions emanating from oversight reports for all four (4) submitted quarterly reports were responded to in writing within the set timeframes.

10/ SCOPA

There were no resolutions raised by the Chairperson and other Members of SCOPA during the period under review.





11/ Prior modifications to audit reports



Pre-Modification Audit Report Revisions

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
N/A, Clean audit opinion achieved	2017/2018	N/A
Unqualified audit opinion with matter of non-compliance	2018/2019	» Adjustments to Annual Financial Statements (AFS) » Management has implemented the necessary control to ensure completeness and accuracy of the AFS. » Deviation from the procurement processes » The identified weaknesses were addressed through the SCM Policy. The policy was approved during the reporting period. » Management has analysed and investigated deviations from procurement processes in order to implement consequence management.
N/A, Clean audit opinion achieved	2019/2020	N/A
N/A, Clean audit opinion achieved	2020/2021	N/A
N/A, Clean audit opinion achieved	2021/2022	N/A

12/ Internal Control Unit

The GPL, in conjunction with the internal auditors, assessed the adequacy and effectiveness of internal controls in line with the planned audit activities during the year under review and will continue to do so in the subsequent years. The internal auditors provide the Audit and Risk Committee and management with reasonable assurance as to whether the existing internal controls remain adequate, appropriate and effective, and recommend the necessary improvements, where appropriate. This is achieved by means of the risk management process, implementation of the internal audit plan, identification of corrective actions and recommending enhancements to the controls and processes. Where controls are inadequate, enhancements to the controls are recommended and management is given sufficient time to embed the enhanced controls prior to the next review.

In respect of internal control and internal audit, the Internal Audit function provided a written assessment on the effectiveness of internal controls and internal financial controls to the ARC for noting by the LSB. For the year under review, there were no material breakdowns in internal controls, including internal financial controls, corporate governance, risk management and in maintaining effective control systems. The Audit and Risk Committee considers significant control deficiencies, if any, as raised by management and the internal and external auditors, and reports its findings to the Board. Where weaknesses are identified, the committee ensures that management takes appropriate action.

13/ Internal audit and audit committees



Relevant information on the Audit Committee members:					
Name/Qualifications	Internal or external	If internal, position in the GPL	Date appointed	Date resigned	No of meetings attended
Dr Nandipha Siwahla-Madiba (Chairperson) <i>PhD: SVU/GCAR B. Compt Hons, MSc Fin Management, MBA</i>	External	N/A	1/12/2016 and 10/10/2019 (re-appointed)	N/A	Two ordinary and three special joint sessions
Victor Nondabula <i>MBA - Finance and International Business</i>	External	N/A	2/6/2017 and 05/12/2019 (re-appointed)	N/A	Four ordinary and three special joint sessions
Adv. Collen Weapond <i>M.Tech Information Technology Bachelor of Law (LLB) 2009</i>	External	N/A	1/10/2022	N/A	Two ordinary sessions

The role of the committee

- » Assists the LSB in discharging its duties relating to the safeguarding of assets and evaluation of internal control enhancement plans.
- » Leads the risk management process, which includes risk identification, assessment, monitoring and review.
- » Evaluates and assesses the adequacy and effectiveness of the established accounting, financial, compliance and other internal control systems.
- » Considers the internal and external audit processes and the accounting principles and ensures compliance with policies to ensure independence and effective communication.
- » Oversees the adequacy and integrity of information reported in the integrated annual report of the GPL.
- » Carries out other functions as the LSB may request from time to time

14/ BBBEE 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 and Industry.

	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	



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)
Developing and implementing a preferential procurement policy?	Yes	The institution has a Preferential Procurement Policy which is supported by an SCM Policy that outlines the specific goals the institution will apply to activate and reintegrate suppliers into the economy.
Determining qualification criteria for the sale of State-owned enterprises?	No	
Developing criteria for entering into partnerships with the private sector?	No	
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad-Based Black Economic Empowerment?	No	





Dr Nandipha Siwahla-Madiba CD(SA), Ph.D
Chairperson of the Audit and Risk Committee

In the pursuit of excellence, the Audit and Risk Committee (ARC) upholds its commitment to transparency and accountability. Through rigorous evaluation and constructive engagement, we ensure the enhancement of internal controls and risk management, guiding the institution towards a future of strengthened financial integrity and strategic objectives achieved.



15/ Audit and Risk Committee Report

The Audit and Risk Committee (ARC) is pleased to present its report for the financial year ended 31 March 2023. The report has been prepared in accordance with the Financial Management of Parliament and Provincial Legislatures Act (FMPPLA).

Audit and Risk Committee Responsibility

The Audit and Risk Committee reports that it has complied with its responsibilities arising from Section 48 of the Financial Management of Parliament and Provincial Legislatures Act. The Audit and Risk Committee also reports that it has regulated its affairs in compliance with its Charter and has discharged all its responsibilities as contained therein.

The vacant position of the third ARC member was filled during the course of the financial year by the Executive Authority.

The Effectiveness of Internal Controls and Internal Audit

The ARC reviewed and approved the Annual Internal Audit Charter, and a risk-based Internal Audit Plan, which encompassed both the 3-Year Rolling Plan and an Annual Operational Plan. The ARC further evaluated the independence, effectiveness and performance of the Internal Audit function and compliance with its charter as well as the approved Audit Plan. The ARC noted the findings of Internal Audit work as per the approved annual Internal Audit Operational Plan which revealed certain ineffective controls and inadequacies, which were then raised with the GPL management for further enhancement of internal controls. The reported findings were monitored through the tracking register and reported to the Risk Management Committee (RMC), ARC as well as to the Legislature Services Board (LSB).

The following internal audit work was conducted and completed during the year under review:

- » Audit of Predetermined Objectives for 2022-23 Q1-Q4
- » Annual Performance Report 2022-2023
- » Draft Annual Performance Plan 2023-2024
- » Corporate Support Services – *Information Communications Technology Network Security Review*
- » Corporate Support Services – *Institutional Support Services Review: Human Resources*
- » Corporate Support Services – *Members Affairs Review*
- » Core Business – *Parliament Business Review*
- » Office of the Chief Financial Officer (CFO) – *Finance Review*
- » Office of the CFO – *Asset Management Review*
- » Office of the CFO – *Supply Chain Management Review*



Based on the work performed, Internal Audit concluded that the internal control environment of the GPL was overall satisfactory with some areas that required some improvement.

Risk Management

The Audit and Risk Committee considered quarterly Risk Management Committee Reports, highlighting the risks identified throughout the institution and management's mitigating strategies. The Strategic Risk Register for the 2022/2023 period was considered and recommended to the LSB for adoption whereafter the ARC monitored the implementation of mitigating action plans on a quarterly basis. The committee reviewed the implementation of the Combined Assurance, considered quarterly reports on the progress made in enhancing maturity of the Combined Assurance Model, and recommended improvements thereof, while commending management for the reports which are reflective of management's commitment to the concept of combined assurance.

Performance Management

The Audit and Risk Committee monitored implementation of the GPL's Annual Performance Plan to ultimately achieve the Institutions strategic objectives and delivering on its mandate. Internal Audit provided assurance level of implementation and achievements of targets set on a quarterly basis.

In-Year Management and Quarterly Report

The GPL Management reported monthly and quarterly to the ARC and the Executive Authority as required by the FMPPLA, and ARC is satisfied with the content and quality of quarterly reports prepared and issued by the Accounting Officer of the GPL during the year under review.

Evaluation of Annual Financial Statements

The committee reviewed the financial statements prepared by the GPL to be included in the annual report. The Committee considered the Auditor-General of South Africa's management report and management's response related thereto as well as the final Audit Report.

The ARC met with the Auditor-General of South Africa (AGSA) to ensure that there were no unresolved matters. The committee satisfied itself that the AGSA is independent of the entity and has demonstrated a high level of professionalism and integrity in engaging with management and the ARC during the audit. The ARC concurs with and accepts the Auditor-General of South Africa's report on the annual financial statements and is of the opinion that the audited annual financial statements for 2022/2023 should be accepted and read together with the report of the Auditor-General of South Africa

Auditor General's Report

The committee had reviewed the GPL's audit strategy and implementation plan for audit issues raised in the previous year and is satisfied that all matters were adequately addressed. The committee also noted the external auditor's recommended areas of improvements to the audited annual financial statements and internal control systems, and was satisfied that these were not material and that management is committed to strengthening controls.

The Audit Committee concurs and accepts the conclusions of the Auditor-General South Africa on the annual financial statements and is of the opinion that the audited annual financial statements be accepted and read together with the report of the Auditor-General of South Africa.

Appreciation

The Audit and Risk Committee would like to express its appreciation to the GPL's Executive Authority, LSB, Accounting Officer, Management, Internal Audit, the AGSA and all other key role players for the robust and constructive engagements held in making this process a success.

Dr Nandipha Siwahla-Madiba CD(SA), Ph.D
Chairperson of the Audit and Risk Committee
31 July 2023



As the GPL embraces change amidst global challenges, the Value Creation Project seeks to redefine purpose and people at the heart of our institution.



HUMAN RESOURCE MANAGEMENT

Human resource management



As the GPL embraces change amidst global challenges, the Value Creation Project seeks to redefine purpose and people at the heart of our institution. Through open engagement with organised labor, we strive to foster a thriving environment for all, driving us towards a resilient future



1/ Introduction

The legislative framework considers, but not limited to, the following pieces of legislation:

- » Skills Development Act 97 of 2008
- » South African Qualifications Authority Act 58 of 1995
- » Employment Equity Act 55 of 1998
- » Basic Conditions of Employment Act 75 of 1997
- » Labour Relations Act 66 of 1995
- » Occupational Health and Safety Act 85 of 1993
- » Unemployment Contributions Act 4 of 2002
- » Compensation for Occupational Injuries and Diseases Act 130 of 1993
- » Remuneration of Public Office Bearers Act (Act 20 of 1998): Determination of the upper limit of salaries and allowances of Premiers, Members of the Executive Council and Members of the Provincial Legislature.

2/ Overview of human resources

Human resources remain relevant in driving the strategic posture of the institution and contributes immensely towards delivery standards in line with the GPL's Five-Year Strategy. The following areas have been singled out as key drivers and are discussed in depth below.

2.1/ The status of human resources in the GPL

The GPL, like the rest of the world, has been affected by the COVID-19 pandemic which changed the world of work and requires the GPL to review its operations. In an attempt to build a strong and resilient strategy and to work towards the GPL of the future, the Value Creation Project was established. The main purpose of this project is to work towards repositioning and repurposing the GPL to become a purpose- and people-orientated institution. The outcome of this project will be implemented in the new financial year. In this reporting period, all vacancies were placed on hold in order to allow for the Value Creation Project to unfold and to chart the path for the GPL of the future.

The changes to the Electoral Amendment Act will also have an impact on how the GPL operates and therefore, necessitate the review and alignment of policies, processes, systems, structure and operations of the legislature.

2.2/ Human resource focus and yearly impact analysis

The GPL continues to improve its processes through the Business Process Mapping project, providing a framework to craft the macro- and microstructures of the organisation. The institution has completed both Levels 1 and 2 of the project. Level



3 business process mapping is due for completion in the next reporting period. This journey is envisaged to see the HR Strategic Implementation Plan being rolled out in the following areas:

- » a revised organisational structure and improved business processes;
- » implementation of the institutional balanced scorecard;
- » improved internal controls on records and payroll management;
- » job profiling and evaluation;
- » training needs analysis/skills audit and reskilling of employees;
- » creation and maintenance of a skills portal; and
- » implementation of leadership initiatives focusing on coaching and mentoring, policy review, and a revised salary payment structure.

2.3/ Employee performance management

Performance management in the institution is governed by the Integrated Performance Management System (IPMS) Policy, 2017, which came into operation on 1 April 2018. Performance management continues to be monitored through a balanced scorecard in line with this policy framework. Employees signed their performance agreements for the year under review. These agreements are aligned to the business and/or programme outputs as well as employees' individual job outputs as outlined in their job profiles.

The IPMS backlogs were cleared and rewards were implemented to qualifying employees in this reporting period, with any residual backlog to be concluded in the new financial year. Performance assessments undertaken in line with the IPMS Policy continue to be a key determinant of individual performance.

Work is underway to calibrate and align individual and institutional performance. The role of management is to ensure that performance outputs focus on tangible deliverables for each employee to ensure that the institution is geared towards the delivery of its goals.

The Programme Moderating Committee and Institutional Moderating Committee meetings were held periodically to consider and validate the IPMS information submitted.

2.4/ Salary negotiation and substantive agreements

The partnership with organised labour continues to be strengthened. The GLLF was resuscitated at the beginning of the 2022/2023 financial year, with the meetings sitting as per the approved terms of reference. During the year under review, NEHAWU participated in a number of pickets due to the non-payment of the 13th cheque. The non-payment of the 13th cheque is as a result of Treasury not allocating the budget for this. The matter was referred to the CCMA and it was resolved in favour of the employees. The GPL, after thorough assessment of the outcome, referred the matter to the Labour Court for review, and parties await the date of the hearing.

The leadership of the GPL is committed to open and robust debates on matters of rights and interests related to employees and continues to engage with organised labour to create a conducive environment for all employees to thrive.

2.5/ Workforce planning

The legislature's Workplace Skills Development Plan is reviewed periodically, and this happened at the beginning of this reporting period. In line with the approved plan, the Human Resource Development Unit drafted an annual training schedule and individual development plans, with corresponding budgets for staff as well as for each business unit.

2.6/ Employee Wellness Programme

The legislature has a holistic Employee Wellness Plan and Programme in place, aimed at achieving a balance between work and personal life for Members and staff alike. A service provider, ICAS, was contracted in the last reporting period to provide applicable services to the internal stakeholders throughout the pandemic. The monthly utilisation reports have shown that Members and staff are utilising the services. Furthermore, the psychosocial framework was rolled out in the current reporting period.

3/ Human resources oversight statistics

3.1/ Personnel-related expenditure

Table 3.1.1 Personnel expenditure

Programme	Total Expenditure	Personnel Expenditure	Training Expenditure	Professional and Special Services Expenditure	Personnel Expenditure as a % of total expenditure	Average personnel cost per employee
(R'000)						
Programme 1	15,696	15,696	119	117	5%	747
Programme 2	14,187	14,186	44	103	4%	1182
Programme 3	180,322	180,321	129	344	52%	1387
Programme 4	94,270	94,269	276	580	27%	425
Programme 5	41,305	41,305	138	237	12%	983
Total	345,780	345,777	706	1,381	100%	810

Table 3.1.2 Personnel costs by salary band

Salary band	Personnel Expenditure	% of total personnel cost	No. of employees	Average personnel cost per employee
(R'000)				
P1–P3 Leadership	2,909	0.84%	1	2,909
P4–P5 Senior Management	25,826	7.47%	16	1,614
P6–P7 Management	44,134	12.76%	29	1,522
P8–P10 Professionals and technical workers	168,422	48.71%	178	946
P11–P16 Support Workers	102,579	29.67%	181	567
Contractors	1,907	0.55%	22	87
Total	345,777	100.00%	427	7,645



Table 3.1.3 Salaries, Overtime, Homeowners Allowance and Medical Aid by programme

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount	Salaries as a % of personnel costs	Amount	Overtime as a % of personnel costs	Amount	HOA as a % of personnel costs	Amount	Medical aid as a % of personnel costs
(R'000)								
Programme 1	21,289	135.63%	-	0%	-	0%	-	0%
Programme 2	13,500	95.16%	-	0%	-	0%	-	0%
Programme 3	84,580	46.91%	-	0%	-	0%	-	0%
Programme 4	172,420	182.90%	-	0%	-	0%	-	0%
Programme 5	39,450	95.51%	-	0%	-	0%	-	0%
Total	331,239	95.80%	-	0%	-	0%	-	0%



Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band

Salary Bands		Salaries	Overtime	Home Owners Allowance		Home Owners Allowance		Medical Aid	
		Amount	Salaries as a % of personnel costs	Amount	Overtime as a % of personnel costs	Amount	HOA as a % of personnel costs	Amount	Medical aid as a % of personnel costs
(R'000)									
P1 – P3	Leadership	2,745	0.79%	-	0.0%	-	-	-	-
P4 – P5	Senior Management	28,274	8.18%	-	0.0%	-	-	-	-
P6 – P7	Management	41,120	11.89%	-	0.0%	-	-	-	-
P8 – P10	Professionals & technical workers	162,495	46.99%	-	0.0%	-	-	-	-
P11 –P16	Support Workers	91,905	26.58%	-	0.0%	-	-	-	-
Contractors		4,700	1.36%	-	0.0%	-	-	-	-
Total		331,239	95.80%	-	0.0%	-	-	-	-

3.2/ 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

Institutions 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. In this reporting period, there was no filling of critical vacancies due to the moratorium in place until the Value Creation process has been completed.

Table 3.2.1 Employment and vacancies by programme

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Programme 1	26	21	19%	2
Programme 2	19	12	37%	2
Programme 3	149	130	13%	3
Programme 4	239	222	7%	0
Programme 5	65	42	35%	4
Total	498	427	14%	11



Table 3.2.2 Employment and vacancies by salary band

Salary band		Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
P1 – P3	Leadership	1	1	0%	0
P4 – P5	Senior Management	17	16	6%	0
P6 – P7	Management	39	30	23%	0
P8 – P10	Professionals and technical workers	191	178	7%	0
P11 – P16	Support Workers	192	181	6%	-1
Contract Workers and Interns		58	21	64%	12
Total		498	427	14%	11

3.3/ Job Evaluation

Within a nationally determined framework, executing authorities may evaluate or re-evaluate any job in their organisation. According to the regulations, all vacancies at salary levels 9 and higher must be evaluated before they are filled. However, due to the Value Creation Project, no jobs were evaluated, no posts were upgraded or downgraded, and no salary levels higher than those determined by job evaluation were undertaken during the year under review.



3.4/ 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 legislature. The following tables provide a summary of turnover rates by salary band and critical occupations. There were no promotions during this reporting period since the GPL has no promotion policy.

Table 3.4.1 Annual turnover rates by salary band

Salary Band		Number of employees at beginning of period: 1 April 2022 – 31 March 2023	Appointments and transfers into the legislature	Terminations and transfers out of the legislature	Turnover rate
P1 – P3	Leadership	1	0	0	0.00%
P4 – P5	Senior Management	15	3	3	20.00%
P6 – P7	Management	30	3	2	6.67%
P8 – P10	Professionals and technical workers	180	3	4	2.22%
P11 – P16	Support Workers	186	0	6	3.23%
Contract Workers and Interns		8	16	2	25.00%
Total		420	25	17	4.05%

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

Table 3.4.2 Reasons why staff left the legislature

Termination Type	Number	% of Total Resignations
Death in Service	2	11.76%
Resignation	11	64.71%
Expiry of contract	0	0.00%
Dismissal – operational changes	0	0.00%
Dismissal – misconduct	0	0.00%
Dismissal – inefficiency	0	0.00%
Discharged due to ill-health	0	0.00%
Early retirement	3	17.65%
Retirement	1	5.88%
Transfer to other Public Service Legislatures	0	0.00%
Other	0	0.00%
Total	17	100.00%
Total number of employees who left as a % of total employment		4.05%



3.5/ Employment Equity

Table 3.5.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as at 31 March 2023

Occupational category		Male					Female					Total
		African	Coloured	Indian	White	No. with Disability	African	Coloured	Indian	White	No. with Disability	
P1 – P3	Leadership	1	0	0	0	0	0	0	0	0	0	1
P4 – P5	Senior Management	6	0	3	0	0	6	0	1	0	0	16
P6 – P7	Management	16	2	0	1	0	10	0	0	0	0	29
P8 – P10	Professionals and technical workers	76	1	2	3	0	85	4	3	4	0	178
P11 – P16	Support Workers	69	1	0	0	0	98	4	3	6	0	181
Contractors and Interns		8	0	0	0	0	14	0	0	0	0	22
Total		176	4	5	4	0	213	8	7	10	0	427
Employees with disabilities		6	0	0	0	6	3	0	2	1	6	12

Age		18 – 34	35 – 49	50 – 59	60 – 69	70+	
P1 – P3	Leadership	0	0	0	1	0	
P4 – P5	Senior Management	0	9	7	0	0	
P6 – P7	Management	0	15	10	4	0	
P8 – P10	Professionals and technical workers	13	123	35	7	0	
P11 – P16	Support Workers	21	103	47	10	0	
Contractors and Interns		18	3	1	0	0	
Total		52	253	100	22	0	
Employees with disabilities		0	6	3	3	0	



Table 3.5.2 Recruitment in 2022/2023

Occupational Band		Male				Female				
		African	Coloured	Indian	White	African	Coloured	Indian	White	Total
P1 – P3	Leadership	0	0	0	0	0	0	0	0	0
P4 – P5	Senior Management	2	0	0	0	2	0	0	0	4
P6 – P7	Management	1	0	0	0	1	0	0	0	2
P8 – P10	Professionals and technical workers	0	0	0	0	2	0	0	0	2
P11 – P16	Support Workers	0	0	0	0	0	0	0	0	0
Employees with disabilities		0	0	0	0	0	0	0	0	0
Total		3	0	0	0	5	0	0	0	8

Age		18 – 34	35 – 49	50 – 59	60 – 69	70+
P1 – P3	Leadership	0	0	0	0	0
P4 – P5	Senior Management	0	3	1	0	0
P6 – P7	Management	0	1	1	0	0
P8 – P10	Professionals and technical workers	1	1	0	0	0
P11 – P16	Support Workers	0	0	0	0	0
Employees with disabilities		0	0	0	0	0
Total		1	5	2	0	0

Table 3.5.3 Terminations

Occupational Band	Male				Female				
	African	Coloured	Indian	White	African	Coloured	Indian	White	Total
Leadership	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	3	0	0	0	3
Management	1	0	0	0	1	0	0	0	2
Professionals and technical workers	3	0	0	0	0	0	1	0	4
Support Workers	2	0	0	0	4	0	0	0	6
Contractors	0	0	0	0	2	0	0	0	2
Total	6	0	0	0	10	0	1	0	17
Employees with disabilities		0	0	0	0	0	0	0	0

Table 3.5.5 Disciplinary action

Disciplinary action	Male				Female				
	African	Coloured	Indian	White	African	Coloured	Indian	White	Total
	1	0	0	0	2	0	0	0	3



Table 3.5.6 Skills Development: Training provided (Including Members)

Occupational Category		Number of employees as at 1 April 2022	Training provided within the reporting period			Total
			Tertiary qualifications	Learnerships	Skills Programmes & other short courses	
P1 – P3	Leadership	1	0	0	1	1
P4 – P5	Senior Management	15	4	0	17	21
P6 – P7	Management	30	4	0	25	29
P8 – P10	Professionals and technical workers	180	30	0	124	154
P11 – P16	Support Workers	186	24	0	132	156
Contractors and Interns		8	0	0	5	5
Total		420	62	0	304	366
Employees with disabilities		12	0	0	0	0

Trained Employees

Occupational category		Male				Female				Total
		African	Coloured	Indian	White	African	Coloured	Indian	White	
P1 – P3	Leadership	1	0	0	0	0	0	0	0	1
P4 – P5	Senior Management	6	0	3	0	7	0	1	0	17
P6 – P7	Management	14	2	0	1	7	0	1	0	25
P8 – P10	Professionals and technical workers	51	1	2	3	58	1	3	5	124
P11 – P16	Support Workers	57	1	0	0	62	6	3	3	132
Contractors and Interns		3	0	0	0	0	0	1	1	5
Total		132	4	5	4	134	7	9	9	304

Age		18 – 34	35 – 49	50 – 59	60 – 69	70+
P1 – P3	Leadership	0	0	1		
P4 – P5	Senior Management	0	15	2		
P6 – P7	Management	0	20	5		
P8 – P10	Professionals and technical workers	8	110	6		
P11 – P16	Support Workers	18	101	13		
Contractors and Interns		0	4	1		
Total		26	250	28		

3.6/ Performance Rewards

To encourage good performance, the legislature 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.

Table 3.6.1 Performance rewards by race, gender, age and disability

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
(R'000)					
African, Male	3	7	43%	385	128
Asian, Male	3	3	100%	488	163
Coloured Male	1	1	100%	107	107
White Male	0	0	0%	-	0
African Female	8	11	73%	971	121
Asian Female	1	1	100%	98	98
Coloured Female	0	1	0%	-	0
White Female	0	0	0%	-	0
Total	16	24	67%	2,049	128
Employees with disabilities	0	1	0%	-	0
Age	18 – 34	35 – 49	50 – 59	60 – 69	70+
Number of beneficiaries	0	9	7	0	0
Number of employees	0	13	10	1	0
% of total within group	0%	69%	70%	0%	0%
Cost (R'000)	0	1034	1015	0	0
Average cost per employee	0	115	145	0	0
Total	0	1034	1015	0	0



Table 3.6.2 Performance rewards by salary band for personnel below Senior Management Service

Salary Band		Beneficiary Profile			Cost		
		Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost	Average cost per employee	Total cost as a % of the total personnel expenditure
P1 – P3	Leadership	0	1	0%	0	0	0%
P4 – P5	Senior Management	11	16	69%	1454	132	6%
P6 – P7	Management	5	30	17%	595	119	1%
P8 – P10	Professionals and technical workers	0	178	0%	0	0	0%
P11 – P16	Support Workers	0	181	0%	0	0	0%
Contractors and Interns		0	21	0%	0	0	0%
Total		16	427	4%	2049	251	7%

Table 3.6.3 Performance rewards by critical occupation

Critical Occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost	Average cost per employee
0	0	0	0	0	0
Total	0	0	0	0	0



Table 3.6.4 Performance related rewards (cash bonus) by salary band for Senior Management Service

Salary Band		Beneficiary Profile			Cost		
		Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost	Average cost per employee	Total cost as a % of the total personnel expenditure
	Band A	0	380	0%	0	-	0.00%
P6 – P7	Band B	5	30	17%	595	119	0.17%
P4 – P5	Band C	11	16	69%	1454	132	0.42%
P3	Band D	0	1	0%	0	-	0.00%
Total		16	427	4%	2049	251	0.59%

3.7/ Foreign Workers

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

Table 3.7.1 Foreign workers by salary band

Salary Band		01 April 2022		31 March 2023		Change	
		Number	% of total	Number	% of total	Number	% Change
P1 – P3	Leadership	0	0%	0	0%	0	0%
P4 – P5	Senior Management	0	0%	0	0%	0	0%
P6 – P7	Management	2	50%	2	50%	0	0%
P8 – P10	Professionals and technical workers	1	25%	1	25%	0	0%
P11 – P16	Support Workers	1	25%	1	25%	0	0%
Total		4	100%	4	100%	0	0%
Employees with disabilities		0	0%	0	0%	0	0%

Table 3.7.2 Foreign workers by major occupation

Major Occupation	01 April 2022		31 March 2023		Change	
	Number	% of total	Number	% of total	Number	% Change
0	0	0	0	0	0	0
0	0	0	0	0	0	0



3.8/ 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 3.8.1 Sick leave

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)
(R'000)							
P1 – P3	Leadership	0	0%	0	0.00%	0	0
P4 – P5	Senior Management	138	88%	10	6.21%	14	982
P6 – P7	Management	135	80%	15	9.32%	9	690
P8 – P10	Professionals and technical workers	515	78%	84	52.17%	6	1 636
P11 – P16	Support Workers	576	90%	46	28.57%	13	1 065
Contractors and Interns		19	63%	6	3.73%	3	29
Total		1 383	84%	161	100.00%	45	4 402
Employees with disabilities		101	4%	6	3.73%	17	216



Table 3.8.2 Disability leave (temporary and permanent)

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)						
P1 – P3 Leadership	0	0	0	0	0	0
P4 – P5 Senior Management	0	0	0	0	0	0
P6 – P7 Management	0	0	0	0	0	0
P8 – P10 Professionals and technical workers	0	0	0	0	0	0
P11 – P16 Support Workers	0	0	0	0	0	0
Contractors and Interns	0	0	0	0	0	0
Total	0	0	0	0	0	0

Table 3.8.3 Annual Leave

Salary Band	Total days taken	Number of Employees using annual leave	Average per employee
P1 – P3 Leadership	-	0	-
P4 – P5 Senior Management	143.00	14	10.21
P6 – P7 Management	398.44	27	14.76
P8 – P10 Professionals and technical workers	2 505.82	162	15.47
P11 – P16 Support Workers	2 268.76	147	15.43
Contractors and Interns	28.00	6	4.67
Total	5 344.02	356	15.01
Employees with disabilities	227.00	11	20.64





Table 3.8.4 Capped leave

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 at 31 March
P1 – P3	Leadership	0	0	0	0
P4 – P5	Senior Management	0	0	0	0
P6 – P7	Management	0	0	0	0
P8 – P10	Professionals and technical workers	0	0	0	0
P11 – P16	Support Workers	0	0	0	0
Total		0	0	0	0
Employees with disabilities		0	0	0	0

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

Table 3.8.5 Leave pay-outs

Reason		Total Amount	Number of Employees	Average per employee
(R'000)				
P1 – P3	Leadership	0	0	0
P4 – P5	Senior Management	327	3	0
P6 – P7	Management	392	4	0
P8 – P10	Professionals and technical workers	156	3	52
P11 – P16	Support Workers	135	3	45
Contractors and Interns		193	6	32
Total		1 203	19	129
Employees with disabilities		0	0	0

3.9/ Labour Relations

Table 3.9.1 Collective agreements

Subject Matter	Date
Salary Agreement	01/12/2022

The following tables summarise the outcomes of disciplinary hearings conducted within the legislature for the year under review.

Table 3.9.2 Misconduct and disciplinary hearings finalised		
Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	0	0%
Verbal warning	0	0%
Written warning	1	100%
Final written warning	0	0%
Suspended without pay	0	0%
Fine	0	0%
Demotion	0	0%
Dismissal	0	0%
Not guilty	0	0%
Case withdrawn	0	0%
Total	1	100%

Table 3.9.3 Types of misconduct addressed at disciplinary hearings		
Type of misconduct (based on Annexure A)	Number	% of total
Failure to obey a reasonable instruction	1	100%
Total	1	100%





Table 3.9.4 Grievances lodged

	Number	% of Total
Number of grievances resolved	2	33.33%
Number of grievances not resolved	4	66.67%
Total number of grievances lodged	6	100%

Table 3.9.5 Disputes lodged

	Number	% of Total
Number of disputes upheld	2	100%
Number of disputes dismissed	0	0%
Total number of disputes lodged	2	100%

Table 3.9.6 Strike actions

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

Table 3.9.7 Precautionary suspensions

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

3.10/ Injury on duty

The following table provides basic information on injury on duty.

Table 3.10.1 Injury on duty

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



3.11/ Budget Allocation to Transformation Programmes

Table 3.11.1 Budget Allocation to transformation programmes

Programme Name (R'000)	Budget Allocation	Expenditure	Variance
Sector Parliaments	5 819	5 153	666
Multi-Party Women's Caucus	227	554	(327)
Transversal Mainstreaming Focal Point	4 091	700	3 391
Women's Month	2 500	2 317	183
16 Days of Activism	1 143	1 300	(157)
Total	13 780	10 024	3 756

Table 3.11.2 Institutional HDI Targets

Target	Actual Performance
HDI: 60%	68%
Women: 30%	34%
Youth: 10%	10%
Persons with disabilities: 2%	1%





FTSD AID FOR THE ACPL INC. AND AFFILIATES CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

	2018	2017
Assets		
Cash and equivalents	1,208,216	1,094,241
Investments	3,738,808	1,941,290
Fixed assets	44,427	57,045
Other receivables	101,280	108,908
Prepaid expenses and other assets	204,286	298,362
Deferred assets	1,753,844	1,575,962
Property and equipment, net	19,129,262	18,723,596
Liabilities and net assets	1,208,216	1,094,241

Fixed assets: net book value of \$1,000 for 2018 and 2017.
Prepaid expenses and other assets: net book value of \$1,000 for 2018 and 2017.
Deferred assets: net book value of \$1,000 for 2018 and 2017.
Property and equipment, net: net book value of \$1,000 for 2018 and 2017.

Assets

1,208,216

3,738,808

44,427

101,280

204,286

1,753,844

19,129,262

Liabilities and net assets

1,208,216

3,738,808

44,427

101,280

204,286

1,753,844

19,129,262

As the curtains draw on the 2022/2023 financial year, we lay bare our commitment to accuracy and reliability in our annual financial statements.



FINANCIAL STATEMENTS

The accuracy of the accounting records and the fair presentation of the annual financial statements



Mr Peter Skosana
Accounting Officer of the Gauteng Provincial Legislature

“In the pursuit of transparency and accountability, the Gauteng Provincial Legislature commits to upholding the integrity of its financial operations. As the curtains draw on the 2022/2023 financial year, we lay bare our commitment to accuracy and reliability in our annual financial statements. Through adherence to established accounting practices and unwavering diligence, we present a true reflection of our performance and fiscal health.”

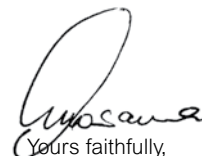


Financial Statements for the 2022/2023 financial year ending 31 March 2023

I hereby acknowledge that the Annual Financial Statements of the Gauteng Provincial Legislature have been submitted to the Auditor-General's office for auditing in terms of sections 56(1) and 57 of the FMPPLA.

I acknowledge my responsibility for the accuracy of the accounting records and the fair presentation of the performance information and confirm, to the best of my knowledge and belief, the following:

- the financial statements have been prepared in accordance with Generally Recognised Accounting Practice (GRAP);
- the financial statements are complete and accurate;
- the financial statements are free from material misstatements including omissions; and
- accounting estimates are reasonable in the circumstances.



Yours faithfully,

Peter Skosana
Secretary to the Provincial Legislature
(Accounting Officer)
31 May 2023



Abbreviations

COID	Compensation for Occupational Injuries and Diseases
GRAP	Generally Recognised Accounting Practice
IAS	International Accounting Standards
IPSAS	International Public Sector Accounting Standards
MEC	Member of the Executive Council
IPMS	Institutional Performance Management System
GPL	Gauteng Provincial Legislature
FMPPLA	Financial Management of Parliament and Provincial Legislatures Act
PPE	Property, Plant and Equipment
EFT	Electronic Funds Transfer
GRIR	Goods Received Invoice Received
IR	Invoice Received
IT	Information Technology
UIF	Unemployment Insurance Fund

General Information

Legal form of entity Provincial Legislature	Postal address Private Bag X52 Johannesburg 2000
Registered office Cnr President and Loveday Street Johannesburg, 2001	Bankers Standard Bank of SA
Business address Cnr President and Loveday Street Johannesburg, 2001	Auditors Auditor-General South Africa (AGSA) Registered Auditors



Report of the Auditor-General to the Gauteng Provincial Legislature on vote no. 2: Gauteng Provincial Legislature

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Gauteng Provincial Legislature set out on pages 94 to 132 which comprise the statement of financial position as at 31 March 2023, statement of financial performance, statement of changes in net assets, cash flow statement and statement of comparison of budget and actual amounts for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Gauteng Provincial Legislature as at 31 March 2023, and its financial performance and cash flows for the year then ended in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) and the requirements of the Financial Management of Parliament and Provincial Legislatures Act 10 of 2009 (FMPPLA).

Basis for opinion

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

Emphasis of matters

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

Material uncertainty relating to contingent liabilities

7. With reference to note 32 to the financial statements, the legislature is a defendant in a number of labour matters. The legislature is opposing these claims. The ultimate outcomes of the matters could not be determined and no provision for any liability that may result was made in the financial statements.

Underspending of the vote

8. As disclosed in the statement of comparison of budget and actual amounts, the legislature materially underspent the budget by R68 975 000.

Responsibilities of the accounting officer for the financial statements

9. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the GRAP and the requirements of the FMPPLA, 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.
10. In preparing the annual financial statements, the accounting officer is responsible for assessing the legislature'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 statements

11. 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.
12. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report.

Report on the audit of the annual performance report

13. 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 selected programme presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.
14. I selected the following programme presented in the annual performance report for the year ended 31 March 2023 for auditing. I selected a programme that measures the legislature's performance on its primary mandated functions and that is of significant national, community or public interest.



Programme

Programme 4 – core business

Page Number: 34 and 41

Purpose: To provide support to the house and its committees which enables advance their mandates of oversight over the provincial executive.

15. I evaluated the reported performance information for the selected programme 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 legislature's planning and delivery on its mandate and objectives.
16. I performed procedures to test whether:
 - » the indicators and targets reported on in the annual performance report are the same as what was committed to in the approved initial or revised planning documents
 - » there is adequate supporting evidence for the achievements reported.
17. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion.
18. I did not identify any material findings on the reported performance information of: *Programme 4 - core business*

Other matter

19. I draw attention to the matter below.

Achievement of planned targets

20. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- and underachievements.

Report on the audit of compliance with legislation

21. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting officer is responsible for the legislature's compliance with legislation.
22. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.

23. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the legislature, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.

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

Other information in the annual report

25. The accounting officer is responsible for the other information included in the annual report. The other information referred to does not include the financial statements, the auditor's report and the selected programme presented in the annual performance report that have been specifically reported on in this auditor's report.
26. My opinion on the financial statements, the report on the audit of the annual performance report and the report on compliance with legislation, do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.
27. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected programme presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
28. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this information, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

Internal control deficiencies

29. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
30. I did not identify any significant deficiencies in internal control.



Auditor General
Johannesburg, 31 July 2023

Annexure to the auditor's report

The annexure includes the following:

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

Auditor-general's responsibility for the audit

Professional judgement and professional scepticism

As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for the selected programme on legislature'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 legislature'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 legislature's ability 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 legislature to cease operating as a going concern
- » evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Communication with those charged with governance

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

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

Compliance with legislation – selected legislative requirements

The selected legislative requirements are as follows:

Legislation	Sections
Financial Management of Parliament and Provincial Legislatures Act 10 of 2009 (FMPPLA)	FMPPLA 57(a), 56(1), 7(b) , 7(e), 20(5), 21(2) , 36(a), 22(2), 33(2)(a), 33(2)(b), 33(2)(e), 36(a), 14(1), 14(2)(a), 14(2)(b) 14(2)(c), 14(2)(d), 14(2)(e), 13(b), 15(1), 15(2)(a), 15(2)(b), 15(2)(c), 15(2)(d), 52, 53(1), 53(1)(b), 53(1)(c)
Supply Chain Management Regulations issued in terms of the Financial Management of Parliament Act, 2009 (Act No. 10 of 2009) (FMPA SCM reg.)	FMPA SCM reg 6(1)(c), 6(6), 6 (7), 6(3)(e), 6(2), 6(11), 6(8)(a) (ii), 7(9)(a)(vi), 9(1)(c), 7(8)(a), 8(1), 11(2), (3), 8(2)
Preferential Procurement Regulations (PPR)	PPR 5(1), 5(3), 5(6), 5(7), 4(1), 4(2), 9(1), 8(2)2, 8(5)
Preferential Procurement Policy Framework Act 5 of 2000 (PPPFA)	PPPFA (1), 2(1)(a), 2(1)(f)



Statement of Financial Position as at 31 March 2023

Figures in Rand	Note(s)	31-Mar 2023	31-Mar 2022
Assets			
Current Assets			
Prepayments	3	9 771 816	5 719 694
Inventories	4	594 338	718 309
Receivables from exchange transactions	5	9 884 747	3 153 007
Receivables from non-exchange transactions	6	3 001 423	10 687 859
Cash and cash equivalents	7	742 808 113	637 808 024
		766 060 437	658 086 893
Non-Current Assets			
Heritage assets	8	1 920 264	1 920 264
Property, plant and equipment	9	90 299 460	98 340 935
Intangible assets	10	831 228	269 680
		93 050 952	100 530 879
Total Assets		859 111 389	758 617 772
Liabilities			
Current Liabilities			
Payables from exchange transactions	11	37 905 136	28 468 522
Other employee benefit obligation	12	957 830	1 421 700
Finance lease obligation	13	-	4 852 454
Operating lease liability	14	516 240	1 159 529
Employee benefit obligation	15	52 014 367	35 853 760
Financial liabilities	16	7 893 591	7 592 435
		99 287 164	79 348 400
Non-Current Liabilities			
Other employee benefit obligation	12	5 972 291	6 384 800
Finance lease obligation	13	-	231 207
		5 972 291	6 616 007
Total Liabilities		105 259 455	85 964 407
Net Assets		753 851 934	672 653 365
Accumulated surplus		753 851 934	672 653 365
Total Net Assets		753 851 934	672 653 365



Statement of Financial Performance as at 31 March 2023

Figures in Rand	Note(s)	31-Mar 2023	31-Mar 2022
Revenue from non-exchange transactions	17	907 808 672	875 794 609
Revenue from exchange transactions	18	2 429 614	1 631 989
Operating expenses	27	(866 228 871)	(789 729 545)
Operating surplus		44 009 415	87 697 053
Interest Income	19	37 466 905	14 735 958
Gains or losses on disposal of assets	21	783 823	(4 067 905)
Foreign exchange gains and losses	22	(872 339)	-
Finance costs	24	(189 235)	(501 722)
Surplus for the year		81 198 569	97 863 384

Statement of Changes in Net Assets as at 31 March 2023

Figures in Rand	Note	Accumulated surplus	Total net assets
Balance at 01 April 2021		566 565 197	566 565 197
Transfer of functions - GPPF		8 224 784	8 224 784
Surplus for the year		97 863 384	97 863 384
Total recognised income and expenses for the year		106 088 168	106 088 168
Balance at 01 April 2022		672 653 365	672 653 365
Surplus for the year		81 198 569	81 198 569
Balance at 31 March 2023		753 851 934	753 851 934



Cash Flow Statement for the year ended 31 March 2023

Figures in Rand	Note(s)	31-Mar 2023	31-Mar 2022
Cash flows from operating activities			
Receipts			
Revenue from non-exchange transactions		915 495 108	875 340 032
Interest income		30 746 951	14 414 419
Revenue from exchange transactions		2 417 827	2 389 244
		948 659 886	892 143 695
Payments			
Employee costs		(452 718 292)	(456 450 166)
Suppliers		(219 505 711)	(157 999 476)
Political party funding and constituency allowances		(158 015 035)	(159 921 265)
		(830 239 038)	(774 370 907)
Net cash flows from operating activities	28	118 420 848	117 772 788
Cash flows from investing activities			
Purchase of property, plant and equipment	9	(7 376 810)	(1 853 554)
Proceeds from sale of property, plant and equipment		783 824	754 233
Purchase of other intangible assets	10	(682 538)	-
Net cash flows from investing activities		(7 275 524)	(1 099 321)
Cash flows from financing activities			
Transfer of Functions - GPPF		-	1 664 735
Finance lease payments		(5 083 661)	(4 488 561)
Foreign exchange differences		(872 339)	-
Finance costs		(189 235)	(501 722)
Net cash flows from financing activities		(6 145 235)	(3 325 548)
Net increase/(decrease) in cash and cash equivalents		105 000 089	113 347 919
Cash and cash equivalents at the beginning of the year		637 808 024	524 460 105
Cash and cash equivalents at the end of the year	7	742 808 113	637 808 024

Statement of Comparison of Budget and Actual Amounts as at 31 March 2023

Budget on Cash Basis						
Figures in Rand	Note(s)	Approved Budget	Adjustments	Adjusted Budget	Actual amounts on comparable basis	Difference between final budget and actual
Statement of Comparison of Budget and Actual Amounts as at 31 March 2023						
Appropriation		825 163 000	-	825 163 000	825 163 000	-
Economic Class						
Personnel		(389 821 000)	4 385 000	(385 436 000)	(361 396 000)	24 040 000
Political party funding and Constituency allowance		(158 015 000)	-	(158 015 000)	(158 015 000)	-
Goods and services		(255 211 000)	(7 659 000)	(262 870 000)	(231 799 000)	31 071 000
Assets		(22 116 000)	3 274 000	(18 842 000)	(4 978 000)	13 864 000
		(825 163 000)	-	(825 163 000)	(756 188 000)	68 975 000
Surplus for the year	40&41	-	-	-	-	68 975 000



Statement of Comparison of Budget and Actual Amounts as at 31 March 2023

Budget on Cash Basis

Figures in Rand	Note(s)	Approved Budget	Adjustments	Adjusted Budget	Actual amounts on comparable basis	Difference between final budget and actual
Statement of Comparison of Budget and Actual Amounts as at 31 March 2022						
Appropriation		795 708 000	-	795 708 000	795 708 000	-
Personnel		386 714 000	4 770 000	391 484 000	379 543 297	(11 940 703)
Political party funding and Constituency allowance		159 921 000	-	159 921 000	159 921 265	265
Goods and services		222 844 000	(4 770 000)	218 074 000	161 399 364	(56 674 636)
Assets		26 229 000	-	26 229 000	1 377 408	(24 851 592)
		795 708 000	-	795 708 000	702 241 334	(93 466 666)
Surplus for the year		-	-	-	-	(93 466 666)

Accounting Policies

1. Presentation of Annual Financial Statements

The Annual Financial Statements have been prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) issued by the Accounting Standards Board in accordance with Section 56 of the Financial Management of Parliament and Provincial Legislatures Act No. 10 of 2009.

These Annual Financial Statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention as the basis of measurement unless specified otherwise. They are presented in South African Rand.

A summary of the significant accounting policies, which have been consistently applied in the preparation of these Annual Financial Statements are disclosed below.

1.1 Significant judgements and sources of estimation uncertainty

In preparing the Annual Financial Statements management is required to make estimates and assumptions that affect the amounts represented in the Annual Financial Statements and related disclosures. Use of available information and the application of judgement is inherent in the formation of estimates. Actual results in the future could differ from these estimates which may be material to the Annual Financial Statements. Significant judgements include:

Impairment of Exchange and Non-exchange Receivables

The GPL assesses its trade receivables and loans and receivables for impairment at the end of each reporting period. In determining whether an impairment loss should be recorded in surplus or deficit, management makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset. Management assesses all accounts with balances outstanding for 90 days and longer to determine whether there is evidence that they should be impaired.

Property plant equipment and intangible assets

The GPL reviews and tests the carrying value of assets when events or changes in circumstances suggest that the carrying amount may not be recoverable. If there are indications that impairment may have occurred, the remaining service potential of the asset is determined. The most appropriate approach selected to determine the remaining service potential is dependent on the availability of data and the nature of the impairment.

Useful lives of property plant equipment and intangible assets

The GPL's management determines the estimated useful lives and related depreciation charges for the property, plant and equipment and Intangible assets. This estimate is based on patterns in which assets' future economic benefits or service potential are expected to be consumed. When the estimated useful life of an asset differs from previous estimates, change is applied prospectively in the determination of the depreciation charge.

1.2 Property plant and equipment

Property, plant and equipment is initially measured at cost at the time they are incurred. Cost includes all of the expenditure which is directly attributable to the acquisition or construction of the asset.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by GPL. *The useful lives of items of property plant and equipment have been assessed as follows:*

Item	Depreciation method	Average useful life
Land	None	Infinite
Buildings	Straight line	50 years
Leasehold property	Straight line	over the lease period
Plant and machinery	Straight line	5-15 years
Furniture and fixtures	Straight line	10 to 20 years
Motor vehicles	Straight line	5 to 8 years
Office equipment	Straight line	10 to 15 years
IT equipment	Straight line	3 to 7 years
Leasehold improvements	Straight line	over the lease period
Library books	Straight line	20 to 25 years

The residual value and the useful life and depreciation method of each asset are revised at the end of each reporting date. If the expectations differ from previous estimates the change is accounted as a change in accounting estimate. Reviewing the useful life of an asset on an annual basis does not require the GPL to amend the previous estimates unless expectations differ from previous estimates.



Items of property plant and equipment are derecognised when the asset is disposed of or when there are no further economic benefits or service potential expected from the use of the asset.

1.3 Intangible assets

Intangible assets are carried at cost at the time they are incurred, less any accumulated amortisation and any impairment losses.

Intangible assets consist of Computer software and licences acquired and is measured at cost less accumulated amortisation on a straight-line basis over expected useful lives.

The amortisation period and the amortisation method for intangible assets are reviewed at each reporting date. Amortisation is provided to write down the intangible assets, on a straight-line basis, to their residual values as follows:

Item	Depreciation method	Average useful life
Computer software	Straight line	3 to 5 years

1.4 Heritage assets

Heritage assets are made up of artwork that the GPL holds and have a cultural, historical and artistic significance and are held indefinitely for the benefit of present and future generations.

Heritage assets are measured at cost.

After recognition as an asset a class of heritage assets is carried at its cost less any accumulated impairment losses. The GPL does not depreciate Heritage assets.

1.5 Financial instruments

The GPL has the following types of financial assets and financial liabilities (classes and category) as reflected on the face of the statement of financial position and in note 30 thereto:

Class	Category
Cash and cash equivalents	Financial asset measured at amortised cost
Receivables from exchange transactions	Financial asset measured at amortised cost
Other receivables from non-exchange transactions	Financial asset measured at amortised cost

The GPL has the following types of financial liabilities (classes and category) as reflected on the face of the statement of financial position or in the notes thereto:

Class	Category
Trade and other payables from exchange transactions	Financial liability measured at amortised cost
Other long-term employee benefits	Financial liability measured at fair value

1.6 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease if it does not transfer substantially all the risks and rewards incidental to ownership.

When a lease includes both land and buildings elements, the GPL assesses the classification of each element separately.

Finance leases - lessee

Finance leases are recognised as assets and liabilities in the statement of financial position at amounts equal to the fair value of the leased property or, if lower, the present value of the minimum lease payments. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation.

The discount rate used in calculating the present value of the minimum lease payments is the interest rate implicit in the lease. Finance leases are made up of mobile phone rentals with an average period of two years. The new lease contract for mobile phones commences 1st of April 2023.

Operating leases - lessee

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. The difference between the amounts recognised as an expense and the contractual payments are recognised as an operating lease asset or liability. The aggregate benefit of incentives is recognise as a reduction of rental expenses over the lease term on the straight line basis over the lease term. any contingent rent is recognise separately as an expense when paid or payable and is not straight lined over the lease term. The GPL leases two office buildings located in the Gauteng and Western Cape provinces.

1.7 Inventories

Inventories are initially measured at cost except where inventories are acquired through a non-exchange transaction then their costs are their fair value as at the date of acquisition.

The cost of inventories is assigned using the weighted average cost formula. The same cost formula is used for all inventories having a similar nature and use to the GPL.

The GPL inventory consists of memorabilia that is available for sale and consumables that is used in the normal course of operations.

When inventories are sold, the carrying amounts of those inventories are recognised as an expense in the period in which the related revenue is recognised. If there is no related revenue, the expenses are recognised when the goods are distributed or related services are rendered. The amount of any write-down of inventories to net realisable value or current replacement cost and all losses of inventories are recognised as an expense in the period the write-down or loss occurs. The amount of any reversal of any write-down of inventories arising from an increase in net realisable value or current replacement cost are recognised as a reduction in the amount of inventories recognised as an expense in the period in which the reversal occurs.

1.8 Cash and cash equivalents

Cash comprises cash on hand and demand deposits.

Cash and cash equivalents comprise bank balances, cash on hand, deposits held at call with banks with original maturities of three months or less which are available on demand.

1.9 Employee benefits

Short-term employee benefits

Short-term employee benefits are employee benefits (other than termination benefits) that are due to be settled within twelve months after the end of the period in which the employees render the related service.

Short-term employee benefits include items such as:

- » wages, salaries and social security contributions;
- » short-term compensated absences (such as paid annual leave and paid sick leave) where the compensation for the absences is due to be settled within twelve months after the end of the reporting period in which the employees render the related employee service;

When an employee has rendered service to the GPL during a reporting period, the GPL recognises the undiscounted amount of short-term employee benefits expected to be paid in exchange for that service:

- » as a liability (accrued expense), after deducting any amount already paid. If the amount already paid exceeds the undiscounted amount of the benefits, the GPL recognises that excess as an asset (prepaid expense) to the extent that the prepayment will lead to, for example, a reduction in future payments or a cash refund; and
- » as an expense, unless another Standard requires or permits the inclusion of the benefits in the cost of an asset.

The GPL measures the expected cost of accumulating compensated absences as the additional amount that the GPL expects to pay as a result of the unused entitlement that has accumulated at the reporting date.

The GPL recognises the expected cost of leave, bonus incentive and performance related payments when the GPL has a present legal or constructive obligation to make such payments as a result of past events and a reliable estimate of the obligation can be made. A present obligation exists when the GPL has no realistic alternative but to make the payments.

Other long-term employee benefits

The GPL provides other long-term employee benefits to its employees in the form of long service bonus awards based on the number of completed years in the employ of GPL. *The amount recognised as a liability for other long-term employee benefits is the net total of the following amounts:*

- » The present value of the defined benefit obligation at the reporting date minus the fair value at the reporting date of plan assets (if any) out of which the obligations are to be settled directly. The GPL shall recognise the defined benefit obligation per annual actuarial valuation.

1.10 Provisions and Contingencies

Provisions are recognised when:

- » the GPL has a present obligation as a result of a past event;
- » 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 can be made of the obligation.

The GPL does not have any provisions for the current financial year as previously recognised provisions are now classified under employee benefit obligations.

Contingent liabilities are not recognised but details thereof are disclosed in note 32.

1.11 Revenue from exchange transactions

The GPL generates revenue from the rental of city hall and parking bays and the sales of memorabilia.

The Legislature recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Legislature and when specific criteria have been met for each of the Legislature's activities as described below. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the sale have been resolved.

1.12 Revenue from non-exchange transactions

Revenue from a non-exchange transaction is measured at the amount of the increase in net assets recognised by the GPL.



Appropriated funds - Voted Funds and Parliamentary Business

- » Appropriated funds comprises of annual allocations as well as direct charges mainly for members' compensation.
- » Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective.

Goods or Service in kind

The GPL recognises services in-kind that are significant to its operations or service delivery objectives as assets and the related revenue when it is probable that the future economic benefits or service potential will flow to the GPL and the fair value of the assets can be measured reliably. Where services in-kind are not significant to the GPL's operations and/or service delivery objectives, the GPL discloses the nature and type of services in-kind received during the reporting period.

1.13 Translation of foreign currencies

Foreign currency transactions

A foreign currency transaction is recorded, on initial recognition in Rands, at the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Gain or loss is recognised in surplus or deficit

1.14 Comparative figures

When the presentation or classification of items in the Annual Financial Statements is amended, prior period comparative amounts are restated. The nature and reason for the restriction is disclosed where accounting errors have been identified in the current period. the correction is made retrospectively as far as practicable and the period comparable as far as practicable and the prior year comparatives are restated accordingly.

1.15 Unauthorised expenditure

Unauthorised expenditure means:

- » overspending of a vote or a main division within a vote; and
- » expenditure not in accordance with the purpose of a vote or, in the case of a main division, not in accordance with the purpose of the main division.

All expenditure relating to unauthorised expenditure is recognised as an expense in the statement of financial performance in the that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense and where recovered it is subsequently accounted for as revenue in the statement of financial performance

1.16 Fruitless and wasteful expenditure

Fruitless expenditure means expenditure which was made in vain and would have been avoided had reasonable care been exercised. All expenditure relating to fruitless and wasteful expenditure is recognised as an expense in the statement of financial performance in the year that the expenditure was

incurred. The expenditure is classified in accordance with the nature of the expense and where recovered it is subsequently accounted for as revenue in the statement of financial performance.

1.17 Irregular expenditure

Irregular expenditure that was incurred and identified during the current financial year and for which condonement is outstanding at year end must be recorded in the irregular expenditure register and disclosed in the Financial Statements.

Where irregular expenditure was incurred in the previous financial year and is only condoned in the following financial year, the register and the disclosure note to the financial statements must be updated with the amount condoned.

1.18 Budget information

GPL is typically subject to budgetary limits in the form of appropriations or budget authorisations (or equivalent) which is given effect through authorising legislation appropriation or similar. The Annual Financial Statements and the budget are on different basis of accounting, therefore a comparison with the budgeted amounts for the reporting period have been included in the Statement of comparison of budget and actual amounts and a reconciliation between actual surplus and deficit and budget is disclosed in the note.

1.19 Related parties

The GPL operates in an economic sector currently dominated by entities directly or indirectly owned by the South African Government. As a consequence of the constitutional independence of the three spheres of government in South Africa, only entities within the provincial sphere of government are considered to be related parties.

Management are those persons responsible for planning directing and controlling the activities of the GPL including those charged with the governance of the GPL in accordance with legislation in instances where they are required to perform such functions.

1.20 Events after reporting date

Events after reporting date are those events, both favourable and unfavourable, that occur between the reporting date and the date when the financial statements are authorised for issue. *Two types of events can be identified:*

- » The GPL will adjust the amount recognised in the financial statements to reflect adjusting events after the reporting date once the event occurred.
- » The GPL will disclose the nature of the event and an estimate of its financial effect or a statement that such estimate cannot be made in respect of all material non-adjusting events, where non-disclosure could influence the economic decisions of users taken on the basis of the financial statements.



Notes to the Annual Financial Statements for the year ended 31 March 2023

2. Standards approved and effective not yet effective

2.1 Standards and interpretations effective and adopted in the current year

During the financial year ended 31 March 2023 there were no new standards that are applicable to the GPL.

2.2 Standards Issued but not yet effective

During the financial year ended 31 March 2023 there were no new standards issued that are not yet effective.



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
3. Prepayments		
Insurance	581 680	502 185
Subscriptions and consulting	2 677 059	1 236 935
Software Licences	6 513 077	3 980 574
	9 771 816	5 719 694
Prepayments relate to payments made during the year but relating to the following financial period. Amounts applicable to periods after financial year end are recognised as prepayments at the financial year.		
The major movement is as a result of the increase in software licences to enable secure and efficient remote working for both members and staff.		
4. Inventories		
Memorabilia for sale	22 135	115 763
Consumable store	551 429	532 705
Maintenance materials	20 774	69 841
	594 338	718 309

Major variance is due to lower memorabilia inventory levels.



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
5. Receivables from exchange transactions		
Interest receivable ¹	8 283 312	1 563 358
Staff debt	49 329	46 030
Trade debtors	2 634 647	2 821 218
Less: Impairment	(1 082 541)	(1 277 599)
	9 884 747	3 153 007
¹The increase in interest receivable is as a result of interest accrued on short-term investments which have not matured as at 31 March 2023. No receivables from exchange transactions were used as collateral. In estimating the future cash flows management estimates the cash flows that it expects to collect based on the facts and circumstances at the reporting date. Management adopted the pattern of each receivable over the previous 12 months as the most appropriate methodology as it reflects the amount likely to be collected in future. The ageing of amounts after impairment are as follows:		
0 to 30 days	9 860 083	3 025 250
31 to 60 days	-	104 741
61 days and over	24 664	23 016
	9 884 747	3 153 007
No receivables from exchange transactions were used as collateral. In estimating the future cash flows management estimates the cash flows that it expects to collect based on the facts and circumstances at the reporting date. Management adopted the pattern of each receivable over the previous 12 months as the most appropriate methodology as it reflects the amount likely to be collected in future. Receivables from exchange transactions due which are not considered to be impaired at 31 March 2023 amounted to R9 860 083 (2022: R 1 875 408). Reconciliation of provision for impairment of receivables from exchange transactions		
Opening balance	1 277 599	336 368
Provision for impairment	-	941 231
Amounts reversed	(195 058)	-
	1 082 541	1 277 599



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

6. Receivables from non-exchange transactions

Statutory receivables

3 001 423

10 687 859

The Statutory receivables consists of the proposed increase for Members remuneration. Treasury has an obligation to provide funds for the remuneration of Political Office Bearers.

The decline in receivables is attributable to gratuities that were accumulated by members in the previous year and not accrued in the current year. Additionally, there is no political party receivables outstanding in the current year.

7. Receivables from non-exchange transactions

Cash and cash equivalents consist of positive bank account balances and short term cash investments as follows :

Bank balances

	742 808 113	637 808 024
Standard Bank Main	486 437 162	401 787 764
Standard Bank Revenue	42 396 299	233 513 233
Standard Bank Salaries	35 030	22 203
Standard Bank Political Party Fund	3 476 239	2 484 824
FNB investment account	103 228 822	-
Standard bank -Investment Account	100 000 000	-
Standard bank -Claim investment Account	7 082 331	-
Standard bank - Petty cash	152 230	-
	742 808 113	637 808 024

The exposure to credit risk is the carrying amount of each class of cash and cash equivalents. Cash and cash equivalents are placed with high credit quality rated financial institutions therefore the carrying values were not impaired

The Fitch ratings has affirmed the Long-Term Issuer Default Ratings assigned to both Standard Bank of South Africa Limited (SBSA) and First National Bank(FNB) at BB-.

Accordingly the risk associated with SBSA and FNB is considered negligible or within the acceptable tolerance threshold.



Notes to the Annual Financial Statements for the year ended 31 March 2023

8. Receivables from non-exchange transactions

Figures in Rand	2023			2022		
	Cost / Valuation	Accumulated impairment losses	Carrying value	Cost / Valuation	Accumulated impairment losses	Carrying value
Art Collections, antiquities and exhibits	1 920 264	-	1 920 264	1 920 264	-	1 920 264
					Opening balance	Total
Reconciliation of heritage assets 2023						
Art Collections, antiquities and exhibits					1 920 264	1 920 264
Reconciliation of heritage assets 2022						
Art Collections, antiquities and exhibits					1 920 264	1 920 264



Notes to the Annual Financial Statements for the year ended 31 March 2023

9. Property, plant and equipment

Figures in Rand	2023			2022		
	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value
Land	9 111 028	-	9 111 028	9 111 028	-	9 111 028
Buildings	60 941 570	(17 297 992)	43 643 578	60 941 570	(15 769 838)	45 171 732
Leasehold assets	18 779 242	(18 779 242)	-	18 779 242	(13 649 280)	5 129 962
Plant and machinery	20 587 212	(12 599 245)	7 987 967	17 499 499	(10 439 686)	7 059 813
Furniture and fixtures	13 779 975	(7 663 289)	6 116 686	13 779 975	(7 162 572)	6 617 403
Motor vehicles	8 324 378	(2 732 303)	5 592 075	8 324 378	(1 923 758)	6 400 620
IT equipment	33 935 481	(19 404 926)	14 530 555	30 701 076	(14 388 931)	16 312 145
Library Books	5 535 430	(2 951 513)	2 583 917	5 214 248	(2 676 016)	2 538 232
Work-in-progress	733 654	-	733 654	-	-	-
Total	171 727 970	(81 428 510)	90 299 460	164 351 016	(66 010 081)	98 340 935



Notes to the Annual Financial Statements for the year ended 31 March 2023

Property, plant and equipment_ Continued

Reconciliation of property, plant and equipment - 2023

	Opening balance	Additions	Disposals	Impairment loss	Total
Land	9 111 028	-	-	-	9 111 028
Buildings	45 171 732	-	(1 528 154)	-	43 643 578
Leasehold asset	5 129 962	-	(4 014 075)	(1 115 887)	-
Plant and machinery	7 059 813	2 984 351	(2 056 197)	-	7 987 967
Furniture and fixtures	6 617 403	161 992	(662 709)	-	6 116 686
Motor vehicles	6 400 620	-	(808 545)	-	5 592 075
IT equipment	16 312 145	3 175 631	(4 957 205)	-	14 530 555
Library Books	2 538 232	321 182	(275 497)	-	2 583 917
IT equipment - Work-in-progress	-	733 654	-	-	733 654
	98 340 935	7 376 810	(14 302 382)	(1 115 887)	90 299 460

Reconciliation of property, plant and equipment - 2022

	Opening balance	Additions	Disposals	Impairment loss	Total
Land	9 111 028	-	-	-	9 111 028
Buildings	46 699 877	-	-	(1 528 145)	45 171 732
Leasehold assets ¹	3 842 741	5 813 108	(51 538)	(4 474 349)	5 129 962
Plant and machinery	8 630 618	388 867	(9 934)	(1 949 738)	7 059 813
Furniture and fixtures	7 359 156	-	(80 035)	(661 718)	6 617 403
Motor vehicles	7 246 596	-	-	(845 976)	6 400 620
IT equipment	23 214 786	766 230	(1 977 042)	(5 691 829)	16 312 145
Library Books	2 140 245	698 457	-	(300 470)	2 538 232
	108 245 047	7 666 662	(2 118 549)	(15 452 225)	98 340 935

¹There was no cash outflow for the addition of leasehold assets, however the additions for the other three categories resulted in a cash outflow of R1 853 554.



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
Property, plant and equipment in the process of being constructed or developed		
Cumulative expenditure recognised in the carrying value of property, plant and equipment		
IT equipment	733 654	-
The migration of servers to cloud based infrastructure is still work in progress and will be completed in the new financial year.		
Expenditure incurred to repair and maintain property, plant and equipment included in Statement of Financial Performance.		
Buildings	3 685 600	3 053 183
Equipment	160 119	119 686
	3 845 719	3 172 870

10. Intangible assets

Figures in Rand	2023			2022		
	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value
Computer software, other	19 774 033	(19 600 611)	173 422	19 749 300	(19 479 620)	269 680
Intangible assets Work-in-progress	657 806	-	657 806	-	-	-
Total	20 431 839	(19 600 611)	831 228	19 749 300	(19 479 620)	269 680



Notes to the Annual Financial Statements for the year ended 31 March 2023

Reconciliation of intangible assets - 2023				
	Opening balance	Additions	Amortisation	Total
Computer software, other	269 680	24 732	(120 991)	173 422
Intangible assets work-in-progress	-	657 806	-	657 806
	269 680	682 538	(120 991)	831 228

Reconciliation of intangible assets - 2022				
	Opening balance	Amortisation	Write off/ disposal	Total
Computer software, other	2 417 671	(735 213)	(1 412 778)	269 680

Figures in Rand	2023	2022
Intangible assets in the process of being constructed or developed.		
Cumulative expenditure recognised in the carrying value of Intangible assets. Computer software, work-in-progress	657 806	-

11. Payables from exchange transactions

Trade payables	8 842 075	4 208 248
Accrued expenses	22 213 915	17 429 717
GRIR	2 897 613	2 197 665
Outstanding EFT	3 951 533	4 632 892
	37 905 136	28 468 522

There were disputed invoices that led to the increase in the balance, however a resolution was reached and the invoices settled after financial year-end.



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
12. Other employee benefit obligations		
Defined Benefit Obligation	(6 930 121)	(7 806 500)
Non-current liabilities	(5 972 291)	(6 384 800)
Current liabilities	(957 830)	(1 421 700)
	(6 930 121)	(7 806 500)
Reconciliation of the Employee Benefits		
Opening Defined Benefit Obligation	7 806 500	7 609 100
Plus: Interest cost	615 900	615 900
Service cost	769 600	769 600
Actuarial (gain)/loss	(1 290 879)	(243 100)
Less: Benefits paid	(971 000)	(945 000)
	6 930 121	7 806 500
Net expense recognised in the statement of financial performance		
Key assumptions used		
Assumptions used at the reporting date:		
Discount rates used	9,33 %	8,70 %
Expected increase in salaries	4,78 %	5,40 %
Other assumptions		
Expected retirement age	63	63



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
13. Finance lease obligation		
Minimum lease payments due		
- within one year	-	5 049 013
- in second to fifth year inclusive	-	234 930
	-	5 283 943
less: future finance charges	-	(200 282)
Present value of minimum lease payments	-	5 083 661
Present value of minimum lease payments due		
- within one year	-	231 207
- in second to fifth year inclusive	-	4 852 454
	-	5 083 661
Non-current liabilities	-	231 207
Current liabilities	-	4 852 454
	-	5 083 661
The GPL leases mobile phones under finance leases. The average lease term is 2-3 years and the average effective borrowing rate is in line with the contract. The new lease contract for mobile phones commences on the 1st of April 2023		
14. Operating lease liability		
Current liabilities	(516 240)	(1 159 529)
The operating lease liability is as a result of straight lining of rental payments over the lease term. The current lease for the sage building expires on the 30 th of June 2023, hence the reduction in the liability.		



Notes to the Annual Financial Statements for the year ended 31 March 2023

15. Employee benefit obligation

Reconciliation of employee benefit obligation - 2023					
	Opening balance	Additions	Utilised during the year	Reversed during the year	Total
Bonus	3 884 087	23 640 725	(2 411 391)	(1 472 696)	23 640 725
Pay progression	7 163 322	-	(3 491 216)	(480 183)	3 191 923
Leave	22 478 913	1 674 401	(1 973 018)	-	22 180 296
Other	2 327 438	3 001 423	(2 327 438)	-	3 001 423
	35 853 760	28 316 549	(10 203 063)	(1 952 879)	52 014 367

Reconciliation of employee benefit obligation - 2022					
	Opening balance	Additions	Utilised during the year	Reversed during the year	Total
Bonus	7 882 032	-	(3 653 161)	(344 784)	3 884 087
Pay progression	7 840 600	4 164 720	(1 142 049)	(3 699 949)	7 163 322
Leave	18 914 172	6 448 146	(2 883 405)	-	22 478 913
Other	-	2 327 438	-	-	2 327 438
	34 636 804	12 940 304	(7 678 615)	(4 044 733)	35 853 760

The GPL employee benefit obligation consist of amounts payable to employees based on results of the integrated performance management system and dependent on employees' attainment of certain performance goals.

Leave Utilised is the leave paid out to employees who resigned or whose employment contracts ended during the year.

Other obligation is in respect of the proposed salary increase for members of the legislature.



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
16. Financial liabilities		
Staff payables¹		
Staff	783 320	759 160
Political staff	19 500	35 100
Members to the Legislature	13 000	17 000
	815 820	811 260
Claims and recoveries²		
Insurance claim payable	7 082 331	6 781 175
Current liabilities		
Designated at fair value	7 893 591	7 592 435
 ¹ The amount relates to optional savings made by employees during the financial year as deductions from their salaries. The money is paid back to employees upon request but ordinarily paid out in December of each year. The amount of R 815,820 is therefore funds held in custody on behalf of employees of the GPL as at 31 March 2023 and payable immediately upon request.		
² This amount is as a result of insurance claim received on behalf of member which was not paid as at 31 March 2023. The payout will be made once the estate disputes are resolved.		
17. Revenue from non-exchange transactions		
Voted funds	825 163 000	795 708 000
Direct charges	82 615 672	80 086 609
Aid assistance	30 000	-
	907 808 672	875 794 609
18. Revenue from exchange transactions		
Parking income	1 822 788	1 609 889
Hall booking	45 250	22 100
Sundry income	561 576	-
	2 429 614	1 631 989
Sundry income arises from various sources, including the recovery of fruitless and wasteful expenditure, the sale of memorabilia, and the collection of debts that were previously written off.		



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
19. Interest income		
Interest on bank balance	28 975 878	14 735 958
Investment Income	8 491 027	-
	37 466 905	14 735 958
GPL invested a portion of the retained income, per investment policy, in short-term investment accounts. Short-term interest-bearing accounts offered the GPL competitive interest rates and provided a relatively low-risk investment option. Surplus funds assisted the GPL to optimise its financial resources in alignment with its revenue generating strategy.		
20. Transfers and subsidies		
Constituency Allowances	59 629 034	56 952 264
Political party funding	98 386 001	102 969 001
	158 015 035	159 921 265
21. Gains or losses on disposal of assets		
Gain or (loss) on disposal of assets	783 823	(4 067 905)
Gains or losses on disposal of assets refer to the financial outcomes that arise when the GPL disposes of its assets. The majority of disposed obsolete assets in the current year did not have substantial book values and were disposed of at a profit.		
22. Foreign exchange gains and losses		
Licensing fees	(816 058)	-
Training and Development	(84 681)	-
Conferences	66 743	-
Subscriptions	(38 343)	-
	(872 339)	-

The gains and losses on foreign exchange transactions result from the differences between the initial recognition of the transaction (spot rate) and the actual payment date.



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
23. Employee related costs		
Salary	364 369 255	353 277 413
Service cost Interest cost and actuarial loss	94 621	1 142 400
UIF	1 019 771	999 069
Leave pay	1 673 376	4 625 339
Car allowance	18 433 593	17 633 725
Home Connectivity	166 600	158 900
	385 757 216	377 836 846
Members remuneration		
Annual Remuneration	63 409 629	60 513 632
Car Allowance	9 656 275	8 876 517
Political allowance	7 414 551	7 376 206
Home Connectivity allowance	518 915	214 900
Members Gratuity	1 547 090	3 092 634
	82 546 460	80 073 889
Members gratuity declined due to a reduction of the number of exits of members of the Legislature.		
24. Finance costs		
Finance leases	189 235	501 722
This represents the finance charges element of finance lease payments associated with the finance lease of mobile phones. The current contract expired on the 31st of March 2023 and a new will contract commences on 1 April 2023.		
25. Auditors' remuneration		
Regulatory audit	4 105 002	4 281 267
Other audits	2 722 000	2 508 000
	6 827 002	6 789 267



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
26. Auditors' remuneration - internal audits		
Internal audits	1 203 218	1 703 908
The reduction in the internal audit fees in the current financial year is a result of ad-hoc assignments that were executed in the previous year and not necessarily required in the current year		
27. Operating expenditure		
Consulting and professional fees ¹	15 210 066	10 727 791
License fees ²	13 822 349	11 301 715
Opening of the Legislature ³	2 711 321	2 595 341
Operating expenditure ⁴	26 568 841	20 366 965
Transfer of withheld political party funds ⁵	6 448 203	-
Travel & Accommodation ⁶	54 973 119	14 296 173
Workshop, functions and public hearings ⁷	22 944 946	11 116 607
COVID-19 PPE ⁸	1 943 649	3 848 036
Placement fees ⁹	300 227	8 808 048
Advertising	7 120 025	9 442 644
Auditors remuneration	4 105 002	4 281 267
Auditors remuneration -Other audit	2 722 000	2 508 000
Depreciation amortisation and impairments	15 539 261	16 187 440
Employee costs	468 303 676	457 910 735
Hansard outsourcing	5 635 820	6 578 592
Insurance	2 247 225	2 220 760
Internal audit fees	1 203 218	1 703 908
Political party funding and constituency allowances	158 015 035	159 921 265
Rent	16 503 147	15 689 719
Repairs & maintenance	3 938 813	3 172 870
Staff bursaries	2 464 871	3 279 821
Municipal Services	5 922 562	3 560 325
Security services	15 966 290	12 019 332
Telephone and fax	11 619 205	8 192 191
	866 228 871	789 729 545



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
Operating expenditure _continued		
Details on movements		
1. Consulting and professional fees - Increase in demand for professional services relating to the records management project, feasibility study and sixth legislature mid-term review.		
2. License fees - increase in online security systems to support remote working.		
3. Opening of the Legislature - increase in the scope and activities of the event.		
4. Operating expenditure - increase is as a general result of extended legislative work and public engagement activities due to the termination of the national state of disaster		
5. Transfer of withheld political party funds - This represents a reversal of debt raised against political party funding not utilised according to MoU. Evidence of utilisation of funds in accordance with MoU was subsequently provided and the withheld funds were transferred and the debt was reversed.		
6. Travel & Accommodation - Increase is as a result of the reintroduction of official local and international travel due to termination of the national state of disaster		
7. Workshop, functions and public hearings - increase is as a result of legislative work and public engagement activities due to the termination of the national state of disaster		
8. COVID-19 PPE - decrease is as a result of termination of the national state of disaster		
9. Placement fees - decrease is as a result of the moratorium placed on the filling of vacant positions due to current organisation restructuring processes whilst the previous included the recruitment fees for the placement of senior positions		
28. Cash generated from operations		
Surplus	81 198 569	97 863 384
Adjustments for:		
Depreciation and amortisation	15 539 261	16 187 440
(Loss) gain on sale of assets and liabilities	(783 823)	4 067 905
Foreign exchange differences	872 339	-
Finance costs - Finance leases	189 235	501 722
Movements in operating lease	(643 289)	436 421
Movements in other employee benefit obligation	(876 379)	197 400
Movements in employee benefit obligation	16 461 786	1 216 955
Changes in working capital:		
Inventories	123 971	390 872
Receivables from exchange transactions	(6 731 740)	435 716
Financial liabilities	-	46 212
Other receivables from non-exchange transactions	7 686 436	(454 577)
Prepayments	(4 052 122)	(1 991 712)
Payables from exchange transactions	9 436 604	(1 124 950)
	118 420 848	117 772 788



Notes to the Annual Financial Statements for the year ended 31 March 2023

29. Service in-kind

During the financial year the SAPS variably deployed personnel at the GPL to implement its own responsibility in terms of the National Key Point Act. These services in-kind are not significant to the operations of the Legislature and cannot be reliably measured hence not recognised. The GPL has outsourced security services to meet the requirements of the GPL and its operations.

30. Financial instruments disclosure

Categories of financial instruments 2023

Financial instruments 2023	At fair value	Total
Financial assets		
Trade and other receivables from exchange transactions	9 884 747	9 884 747
Cash and cash equivalents	742 808 113	742 808 113
	752 692 860	752 692 860
Financial liabilities		
Trade and other payables from exchange transactions	37 905 136	37 905 136
Financial liabilities	7 893 591	7 893 591
	45 798 727	45 798 727
Financial instruments 2022	At fair value	Total
Financial assets		
Trade and other receivables from exchange transactions	3 153 007	3 153 007
Cash and cash equivalents	637 808 024	637 808 024
	640 961 031	640 961 031
Financial liabilities		
Trade and other payables from exchange transactions	28 468 522	28 468 522
Financial liabilities	7 592 435	7 592 435
Finance lease	5 083 661	5 083 661
	41 144 618	41 144 618



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
31. Commitments		
Already contracted for but not provided for		
Approved and contracted for	143 667 989	46 862 576
The notable variance is largely attributable to the contractual obligations emanating from the new security contract, new contract for the lease of mobile phones, records management project, feasibility study, sixth legislature mid-term review, media buying and advertising as well as the Microsoft licence contract.		
Operating leases - as lessee (expense)		
Minimum lease payments due		
- within one year	4 262 415	13 188 238
- between 2 and 5 years	2 635 361	6 897 776
	6 897 776	20 086 014

32. Contingent liabilities

1. Mr Gcwabaza versus GPL at the CCMA

Employee challenging a dismissal by the GPL for allegations poor performance and dishonesty.

The GPL has decided to apply for review. Review application and affidavit filed at Labour Court.

Record to be uplifted from CCMA.

Expected monetary value of the case - R 773 128 and reinstatement

2. NEHAWU versus GPL at the CCMA

NEHAWU challenging the non-payment of the 13th cheque to P7-P16 employees.

Arbitration finalised and outcome received against the GPL. The GPL took a decision to review the award and review documents served and filled at Labour Court

Expected monetary value of the case - Payment of 13th cheque for R25 258 784

3. Mr T Munyai versus GPL at the Labour Court

Application for the payment of leave days emanating from the settlement agreement Parties have served and filed documents,

Applicant to apply for a date of hearing.

Expected monetary value of the case - R 257 967



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
33. Related parties		
The related party transactions were conducted at arm's length, adhering to standard Legislative sector practices.		
Related Party transactions		
Revenue from non-exchange transactions		
Voted funds	825 163 000	795 708 000
Direct charges - Parliamentary Business	82 615 672	80 086 609
Amount paid to Political parties		
Political Party funding and constituency allowances	158 015 035	159 921 265
Amount included in Receivables balance		
Provincial Treasury	3 001 423	4 239 655
Office of the Premier	-	175 763
Political Parties	676 236	6 448 204
Social Development	150 797	381 222
Dept of Education	45 270	-
Dept of Transport	45 270	-
COGTA	47 171	-
Amount included in Trade and Other Payables balance		
G-Fleet	267 629	877 957
Gauteng E-Gov	3 518 273	3 518 273
Amount included in Revenue		
Political Parties	471 630	434 432
Social Development	1 351 155	1 178 749
Office of the Premier	180 833	-
Amount included in Expenditure		
G-Fleet	913 207	1 255 039
Compensation to Members		
Annual Remuneration	63 409 629	60 513 632
Car allowances	9 656 275	8 876 517
Political allowances	7 414 551	7 376 206
Connectivity Allowance	518 915	214 900
Members Gratuity	1 547 090	3 092 634
	82 546 460	80 073 889



Notes to the Annual Financial Statements for the year ended 31 March 2023

Related parties__continued

Remuneration of management

- » Legislature is governed by the Executive Authority comprising the Speaker and Deputy Speaker of the Gauteng Legislature.
- » The Executive Authority, the Secretariat and Senior Management are responsible for the planning, directing and controlling of the activities of the Institution.
- » During the period under review the following remuneration was paid to the members of management for the services rendered to the Gauteng Provincial Legislature.

Remuneration of Executive Authority 2023			
Name	Basic salary	Other benefits received	Total
Speaker	1 981 012	128 400	2 109 412
Deputy Speaker	1 704 895	128 400	1 833 295
	3 685 907	256 800	3 942 707
Remuneration of Executive Authority 2022			
Name	Basic salary	Other benefits received	Total
Speaker	2 018 882	130 000	2 148 882
Deputy Speaker	1 609 110	130 000	1 739 110
	3 627 992	260 000	3 887 992



Notes to the Annual Financial Statements for the year ended 31 March 2023

Related parties_ continued

Remuneration of Executive Directors 2023

Name	Package	Performance Bonus & Leave Encashment	Other benefits	Total
Secretary to the Legislature	2 697 670	-	3 500	2 701 170
Chief Financial Officer	2 411 744	227 111	3 500	2 642 354
Executive Director: Corporate support	2 109 675	165 050	3 500	2 278 225
Executive Director: Leadership and Governance	2 003 489	-	3 500	2 006 989
Executive Director: Core business	2 134 427	-	3 500	2 137 927
	11 357 005	392 161	17 500	11 766 665

Remuneration of Executive Directors 2022

Secretary to the Legislature	2 540 350	312 666	4 220	2 857 236
Chief Financial Officer	2 279 700	389 498	4 220	2 673 418
Executive Director: Corporate support	1 866 728	301 211	4 220	2 172 159
Executive Director: Leadership and Governance	1 563 854	338 499	4 100	1 906 453
Executive Director: Core business	2 009 960	230 684	4 220	2 244 864
	10 260 592	1 572 558	20 980	11 854 130



Notes to the Annual Financial Statements for the year ended 31 March 2023

Related parties_continued

Remuneration of Directors 2023

Name	Package	Bonuses and performance related payments	Other benefits received	Total
Director: Information Technology	1 944 434	137 328	3 500	2 085 262
Director: Oversight and Strategy	1 752 707	123 787	3 500	1 879 994
Director : Supply Chain Management	1 479 206	-	3 500	1 482 706
Director: Finance	1 397 868	-	3 500	1 401 368
Director: Parliamentary Business	1 557 605	146 677	3 500	1 707 782
Director: OSS	1 108 099	-	1 400	1 109 499
Director: Administration	1 479 206	98 330	3 500	1 581 036
Director: Inter-Legislative Relations	1 613 837	75 986	3 500	1 693 323
Director: Communications and PPP	1 119 911	-	3 500	1 123 411
Director: Institutional Support	1 479 206	-	3 500	1 482 706
Director : Institutional Knowledge Management	1 108 099	-	1 400	1 109 499
Director: Audit, Risk and Governance	1 479 207	104 471	3 500	1 587 178
Director: Members Affairs	1 479 206	-	3 500	1 482 706
	18 998 591	686 579	41 300	19 726 470

Remuneration of Directors 2022

Director: Information Technology	1 831 046	175 220	4 220	2 010 486
Director: Oversight and Strategy	1 650 492	256 593	4 220	1 911 305
Director : Supply Chain Management	1 405 645	232 724	4 160	1 642 529
Director: Finance	1 237 875	332 136	1 940	1 571 951
Director: Parliamentary Business	1 466 775	140 361	4 220	1 611 356
Director: Members Affairs	1 354 028	203 141	2 700	1 559 869
Director: Administration	1 294 153	268 781	2 700	1 565 634
Director: Inter-Legislative Relations	1 466 537	109 071	4 220	1 579 828
Director: Communications and PPP	1 503 431	197 660	3 460	1 704 551
Director: Institutional Support	1 586 135	368 516	3 460	1 958 111
Director : Institutional Knowledge Management	1 519 727	109 071	4 220	1 633 018
Director: Audit, Risk and Governance	1 392 948	-	4 220	1 397 168
	17 708 792	2 393 274	43 740	20 145 806



Notes to the Annual Financial Statements for the year ended 31 March 2023

Related parties_continued

Remuneration of Senior Managers 2023

Name	Basic Salary/ Package	Bonuses and performance related payments	Other benefits received	Total
Office Manager: Corporate support	1 287 376	-	3 500	1 290 876
Senior Manager: Planning Monitoring and Evaluation	1 392 255	131 107	3 500	1 526 862
Office Manager: Core Business	1 355 607	127 656	3 500	1 486 763
Board secretariat LSB	1 287 376	-	3 500	1 290 876
Senior Manager: HR Business Partner	1 287 376	-	3 500	1 290 876
	6 609 990	258 763	17 500	6 886 253

Remuneration of Senior Managers 2022

Senior Manager: Integrity Office	1 201 812	214 364	3 460	1 419 636
Senior Manager: Human Capital	536 346	200 321	300	736 967
Office Manager: Corporate support	993 444	173 063	300	1 166 807
Senior Manager: Planning Monitoring and Evaluation	1 311 068	125 162	4 220	1 440 450
Office Manager: Core Business	1 276 557	121 867	4 220	1 402 644
Board secretariat LSB	931 625	229 005	1 180	1 161 810
Senior Manager: HR Business Partner	1 133 675	198 008	2 700	1 334 383
	7 384 527	1 261 790	16 380	8 662 697



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
34. Transfer of Functions-Gauteng Political Party Fund		
The Political Party Funding Act, 2018 (the National Funding Act) was assented to on 21 January 2019. The President determined that the National Funding Act commence operation on 1 April 2021. Each province was therefore required to take measures in ensuring that it is compliant with the National Funding Act by that date. The promulgation of the National Funding Act rendered the The Gauteng Political Party Fund Act (GPPFA) as unconstitutional and hence required to be repealed. The GPPFA was accordingly repealed with Gauteng Political Party Fund Repeal Act, No.5 of 2021. In line with Section 2(2) of the Act, all assets, liabilities, rights, duties, obligations, including any unspent portion of any funds received or accrued by the disestablished Political Party Fund, are to be transferred to, and vest, in the Gauteng Provincial Legislature. The Gauteng Political Party Fund Repeal Act date of commencement is 20 October 2021 and the transfer of the GPPF is as follows		
Assets, Liabilities transferred to the GPL		
Assets		
Trade and other receivables from non-exchange transactions	-	6 448 204
Trade and other receivable from exchange transactions	-	111 844
Cash and Cash equivalents*	-	74 223 856
Liabilities		
Transfers Payable*	-	(72 559 120)
Net Assets Transferred	-	8 224 784
*The outstanding transfers to the GPL of R 72 559 120 being allocations paid to political parties through the GPL bank account on behalf of the GPPF was eliminated upon the transfer of functions		
Revenue and expenditure attributable to the transfer of functions subsequent to the transfer		
Interest Income	-	715 222
Surplus attributable to the transfer of functions	-	715 222

35. Change in estimate

Property, plant and equipment

The remaining useful lives of non-current assets were assessed in the current financial year and were increased by a maximum of two years. The effect of this revision has decreased the depreciation charges for the current and future periods by R 50 535.



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand

2023

2022

36. Risk management

Financial risk management

The GPL is exposed to the following risks from its use of financial instruments:

- » Liquidity risk; and
- » Credit risk;
- » Interest rate

Liquidity risk

The GPL's risk to liquidity is a result of the funds available to cover future commitments. The GPL manages liquidity risk through an ongoing review of future commitments and credit facilities.

At 31 March 2023	Less than 1 year	Between 1 and 2 years
Trade and other payables	37 905 136	-
At 31 March 2022	Less than 1 year	Between 1 and 2 years
Trade and other payables	28 468 522	-
Finance lease	4 852 454	231 207

Credit risk

Credit risk consists mainly of cash equivalents and trade debtors. The GPL only deposits cash with major banks with high quality credit standing and limits exposure to any one counter-party.

The Global ratings has affirmed international scale rating assigned to Standard Bank of South Africa Limited and First National Bank (FNB) of BB- with the outlook accorded as Stable. Accordingly the risk associated with SBSA is considered negligible or within the acceptable tolerance threshold.

Management evaluates credit risk relating to receivables on an ongoing basis.

Financial assets exposed to credit risk at year end were as follows:

Receivables from exchange transactions

Cash and cash equivalents

9 884 747

742 808 113

3 153 007

637 808 024



Notes to the Annual Financial Statements for the year ended 31 March 2023

Risk management__continued

Interest rate risk

Fluctuations in Interest rates impact on the value of investments and financing activities

Financial instrument 2023		
	Receivables from exchange transactions	Cash and cash equivalent
1% effect	98 847	7 428 081
-1% effect	(98 847)	(7 428 081)

Financial instrument 2022		
	Receivables from exchange transactions	Cash and cash equivalent
1% effect	31 530	6 378 080
-1% effect	(31 530)	(6 378 080)

37. Events after the reporting date

The GPL initiated a space optimisation project, leading to the relocation of all staff previously housed in the Sage building to the GPL's main building. The current Sage building lease expires on the 30th of June 2023 and will not be renewed.



Notes to the Annual Financial Statements for the year ended 31 March 2023

38. Irregular expenditure

Figures in Rand	2023	2022
Add: Irregular expenditure - prior period identified in the current period	77 580	-
Less: Amount condoned - current	(77 580)	-
Closing balance	-	-

A supplier was hired to provide services for a planned event in February 2022, which they fulfilled as agreed. Later, in March 2022, the same supplier was requested to render services for another event, using the old purchase order number issued in February 2022. When the supplier submitted invoices for both events it was then discovered that they were not appointed through proper SCM processes

Figures in Rand	2023	2022
Opening balance as previously reported	152 808	73 658
Add: Fruitless and wasteful expenditure identified - current	14 440	79 150
Add: Fruitless and wasteful expenditure identified - prior period	-	66 847
Less: Amount recovered	-	(66 847)
Less: Amount condoned - current	(167 248)	-
Closing balance	-	152 808

39. Fruitless and wasteful expenditure

Opening balance as previously reported	152 808	73 658
Add: Fruitless and wasteful expenditure identified - current	14 440	79 150
Add: Fruitless and wasteful expenditure identified - prior period	-	66 847
Less: Amount recovered	-	(66 847)
Less: Amount condoned - current	(167 248)	-
Closing balance	-	152 808

The Audit, Risk and Governance Directorate conducted a detailed analysis of the expenditure in line with the unauthorised, irregular, fruitless and wasteful expenditure guidelines. Details of the identified fruitless and wasteful expenditure are as follows:

During the financial year, the GPL incurred expenses associated with traffic violations. An amount of R 2 480 was effectively recovered.



Notes to the Annual Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
40. Reconciliation between budget and statement of financial performance		
Reconciliation of budget surplus with the surplus in the statement of financial performance:		
Net surplus per the statement of financial performance	81 198 569	97 863 384
Adjusted for:		
Capitalisation of Assets	(8 059 348)	(7 666 662)
Depreciation and Amortisation recognised	15 539 261	16 187 440
Impairment and Disposal of Assets	(783 824)	4 067 905
Employee Benefit Obligations	26 008 172	(823 792)
Inventory	123 971	390 872
Movements in Leases	(5 726 951)	1 760 967
Prepayments	(4 052 121)	(1 991 712)
Movement in Financial Liabilities	(1 678 532)	46 212
Interest Income	(37 466 905)	(14 735 958)
Revenue from exchange	(2 429 614)	(1 631 989)
Receivables	6 302 322	-
Net surplus per approved budget	68 975 000	93 466 667

41. Actual operating expenditure versus budgeted operating expenditure

2022/23 Expenditure stands at R756 million or 91.6% of the allocated budget and the details are as follows:

- » Compensation of employees spending at 93.8% of personnel budget;
- » Goods and services spent 88.1% of allocated budget;
- » Transfers made to political parties equate to 100% of transfers budget; and
- » Capital assets spending at 26.4% of capital budget.



Detailed Income statement for the year ended 31 March 2023

Figures in Rand	Note(s)	2023	2022
Revenue			
Revenue from exchange transactions			
Parking Income		1 822 788	1 609 889
Hall booking		45 250	22 100
Sundry income		561 576	-
Interest income	19	37 466 905	14 735 958
Gain on disposal of assets		783 823	-
Total revenue from exchange transactions		40 680 342	16 367 947
Revenue from non-exchange transactions			
Transfer revenue			
Voted funds		825 163 000	795 708 000
Direct charge		82 615 672	80 086 609
Aid assistance		30 000	-
Total revenue from non-exchange transactions		907 808 672	875 794 609
Total revenue		948 489 014	892 162 556
Expenditure			
Employee related costs	23	(468 303 676)	(457 910 737)
Subscriptions		(3 768 726)	(2 600 889)
Depreciation and amortisation		(15 539 261)	(16 187 440)
Rent		(16 503 147)	(15 689 719)
Transfer of withheld political party funds		(6 448 203)	-
Transfers and Subsidies	20	(158 015 035)	(159 921 265)
Loss on disposal of assets		-	(4 067 905)
General Expenses		(197 650 823)	(137 419 495)
Total expenditure		(866 228 871)	(789 729 545)
Foreign exchange gains and losses		872 339	-
Finance cost		189 235	501 722
Surplus for the year		81 198 569	97 863 384

The supplementary information presented does not form part of the annual financial statements and is unaudited

Notes

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



Notes

[illegible]



GAUTENG
LEGISLATURE

Your View — Our Vision

Gauteng Provincial Legislature

Private Bag X52
Johannesburg
2000, South Africa

Contacts:

Tel: +27 (11) 498 5555
Fax: +27 (11) 498 5999
www.gpl.gov.za