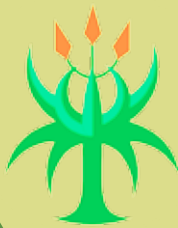
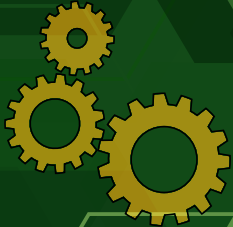
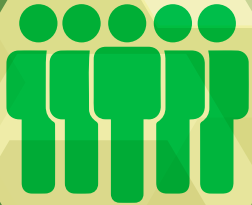


Civilian Secretariat for Police Service

ANNUAL REPORT

2020



**civilian secretariat
for police service**

Department:
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA





civilian secretariat
for police service

Department:
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA

ANNUAL REPORT

2019/2020

National Department of the Civilian Secretariat for Police Service

Vote No. 23



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PART A: GENERAL INFORMATION



I. DEPARTMENT GENERAL INFORMATION

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RP311/2020

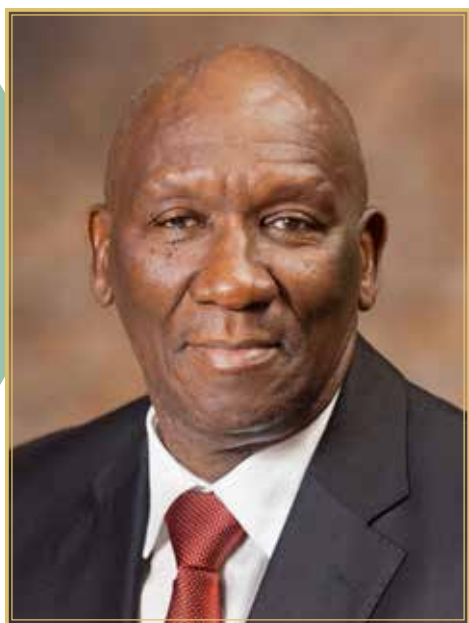
ISBN: 978-0-621-48772-5

2. LIST OF ABBREVIATIONS /ACRONYMS

Abbreviations/ Acronyms	Description
AIDS	Acquired immunodeficiency syndrome
AFS	Annual Financial Statements
AGSA	The Auditor-General of South Africa
ARC	Audit and Risk Committee
APP	Annual Performance Plan
ASD	Assistant Director
B-BBEE	Broad-Based Black Economic Empowerment
COVID-19	Coronavirus Disease 2019
CFO	Chief Financial Officer
COIDA	Compensation for Occupational Injuries and Diseases
COGTA	Cooperative Governance and Traditional Affairs
CPF	Community Policing Forum
CSF	Community Safety Forum
CSPS	Civilian Secretariat for Police Service
DDM	District Development Model
DNA	Deoxyribonucleic acid
DPCI	Directorate for Priority Crime Investigations
DPME	Department of Planning, Monitoring and Evaluation
DPSA	Department of Public Service and Administration
EAP	Employee Assistance Programme
EHW	Employee Health and Wellness
GBV	Gender-Based Violence
GCIS	Government Communication and Information System
IT	Information Technology
ICT	Information and Communications Technology
IOD	Injury on Duty
JCPS	Justice, Crime Prevention and Security Cluster
HIV	Human Immunodeficiency Virus
HR	Human Resources
HRM	Human Resource Management
HRD	Human Resource Development
IESBA	International Ethics Standards Board for Accountant
IFS	Interim Financial Statements

Abbreviations/ Acronyms	Description
ISA	International Standards on Auditing
IPID	Independent Police Investigative Directorate
JCPS	Justice Crime Prevention And Security Cluster
MCS	Modified Cash Standard
MMS	Middle Management Service
MoU	Memorandum of Understanding
MTEF	Medium -Term Expenditure Framework
MTSF	Medium -Term Strategic Framework
NDP	National Development Plan
NRF	National Revenue Fund
OHS	Occupational Health and Safety
PFMA	Public Finance Management Act
PPE	Personal Protective Equipment
PPP	Public-Private Partnerships
PSETA	Public Service Sector Education and Training Authority
PSIRA	Private Security Industry Regulatory Authority
PSCBC	Public Service Coordinating Bargaining Council
SAPS	South African Police Service
SASSETA	Safety and Security Sector Education and Training Authority
SCM	Supply Chain Management
SCOPA	Standing Committee on Public Accounts
SDIP	Service Delivery Improvement Plan
SMS	Senior Management System
SOPs	Standard Operating Procedures
OAG	Office of the Accountant General
TID	Technical Indicator Description
TVET	Technical and Vocational Education and Training
VTC	Voluntary Testing and Counselling
WSG	Wits School of Governance

3. FOREWORD BY THE MINISTER



GENERAL B H CELE, MP

The 2019/20 financial year was characterised by high levels of violence in the learning environment, particularly in institutions of higher learning, where cases of gender-based violence (GBV) were especially prevalent. This is symptomatic of the scourge of structural violence against women and children in our society, and the role of oversight in advocating for their rights in terms of police responsiveness on this issue is critical.

The Civilian Secretariat for Police Service (CSPS) is mandated to, among other tasks, exercise civilian oversight over the police service and provide strategic advice in respect of legislation, policy and strategy development. This is in line with the vision to ensure a transformed and accountable police service that reflects the democratic values and principles enshrined in the Constitution of the Republic of South Africa.

Given the unacceptably high levels of GBV and femicide in our country, it has become increasingly evident that the Department must play a central role in contributing to the attainment of Vision 2030 as we enter the last decade of the National Development Plan (NDP), continuing to strive for a state wherein all people, particularly women and children, are and feel safe. In contribution to these efforts, anti-crime campaigns (Ministerial Dialogues) on school and campus safety were held during the period under review, with a focus on the Western Cape and Kwa-Zulu Natal, while an anti-crime campaign was rolled out in Maruleng Local Municipality in Limpopo to address safety concerns in schools. To tackle the scourge of GBV, another campaign was held in Gauteng in collaboration with Technical and Vocational Education and Training (TVET) college principals to improve safety among females in these colleges.

The crime statistics which I released in July 2020 continue to underscore the fact that reducing crime cannot remain the sole responsibility of law enforcement. Although a downward trend has been recorded over the past ten years in terms of 17 categories of community-reported serious crimes, the marginal decrease in these crime levels indicates that the elements of integration, collaboration and coordination across the spheres of government and society at large, are what is most needed to effectively tackle this issue. In heeding the President's call to reduce violent crime by 50%, the CSPA developed a roadmap to facilitate the implementation of the policy proposals outlined in the 2016 White Paper on Safety and Security, focusing specific attention to the OR Tambo District in line with the District Development Model. A draft Integrated Crime and Violence Prevention Strategy aimed at providing a coordinated and integrated approach to crime and violence prevention in the country was also approved for further consultation in March 2020.

To contribute towards the professionalisation of the South African Police Service (SAPS) and the modernisation of its approaches, the e-Policing Framework was completed during the year under review. This is in line with our acknowledgement that technology is rapidly advancing, creating new crime modus operandi, thereby necessitating SAPS to quickly adapt and remain current in its approach to crime prevention.

I had also indicated that the Department should prioritise the South African Police Service Act Amendment Bill during the period under review, in order to provide a legal framework for policing that is aligned to the Constitution, the NDP and the White Papers on Safety and Security and Policing respectively. The CSPA has done well to ensure that the Bill undergoes the necessary approval processes for publishing the Bill for public comment, to allow the service beneficiaries and other stakeholders to have their say in terms of the kind of policing they want.

As the financial year drew to a close, the globe and the country were hard hit by the sudden and devastating deadly Coronavirus Disease 2019 (COVID-19) pandemic which drastically altered the conventional way of life and the normal functioning of state machinery. It was during the unaccustomed implementation of a nationwide lockdown that law enforcement and essential workers were placed at the forefront of ensuring citizens are protected from an invisible enemy which took the lives of many. The CSPA had to take a different posture of supporting SAPS during this difficult and complex period, in an effort to save lives and preserve livelihoods. In monitoring compliance by the police to COVID-19 regulations, the CSPA sought to ensure that SAPS' operations took place within a framework of human rights and citizen engagement in mitigating against the impact of the crisis.

Despite a constrained fiscal environment, and the associated challenges that this poses on the overall capacity of the state to deliver on its commitments, over the course of the year under review the Department achieved an annual performance score of 86% at the end of 2019/20. This is a notable improvement and achievement in comparison with performance score recorded in the preceding year. In tandem with the commitments we have made for the 2020 – 2025 performance cycle to improve integration, collaboration and coordination on safety, crime and violence prevention, the CSPA will focus on the finalisation and implementation of the Integrated Crime and Violence Prevention Strategy. The Department will also ensure the implementation of the Partnership Strategy and Framework, which aims to mobilise key role-players and harness the social capital in communities by facilitating greater involvement of various community safety structures in the fight against crime.

Lastly, I would like to express my confidence in the efforts and work of the CSPA and acknowledge their dedication, commitment and support to the South African Police Service, by continuing to provide effective civilian oversight and contributing to the goal of a safer, GBV-free South Africa.



GENERAL B H CELE, MP

MINISTER OF POLICE

Date: 09/10/2020



4. REPORT OF THE ACCOUNTING OFFICER



Mr AP Rapea

In our 2015 – 2020 Strategic Plan we set out to, amongst other objectives, strengthen the policing environment through the development of legislation, policy and research; facilitate collaboration between government and civil society in crime prevention efforts; and promote accountability and transformation of the South African Police Service (SAPS) by providing effective and efficient monitoring and evaluation. The 2019/20 financial year served as the last year of implementation in this regard, during which we managed to deliver on 86% of our planned targets. Although this level of performance is 14% lower than the overall planned annual target, the performance for the period under review improved significantly compared with the 78% performance score recorded in the preceding year. Notwithstanding the implementation of internal controls to ensure continuous improvement in performance levels, our overall success can be attributed to the commitment to a particular work ethic and a team that is insistent about living our values of integrity, accountability and collaboration.

The environment within which we operate continues to be plagued by persistently high levels of violent crime, social discontent in our communities, and equally declining levels of trust in a criminal justice system that is perceived by its service beneficiaries as unable to bring perpetrators to book. These factors underscore the need to take civil society and communities at large into our confidence about the nature and extent of the problem, and also involve them in a complex process of addressing the root causes thereof. Alcohol and substance abuse is one such element that exacerbates the levels of violent crime in communities. As such, in 2019/20, the Civilian Secretariat for Police Service (CSPS) launched an anti-crime campaign turnaround strategy in partnership with Aware!org, community structures in Namakgale in Limpopo, and the Department of Community Safety in that province for the implementation of a project on responsible alcohol trade and use. A number of anti-crime campaigns were also undertaken to address the issue of violence in schools and tertiary institutions.

Appropriate policy responses are also key to institutionalising a 'whole of society' approach to crime and violence prevention and providing the police with the necessary instruments to execute their constitutional mandate in this regard. A notable achievement during the period under review included the approval of the draft Integrated Crime and Violence Prevention Strategy for broader consultation. The Strategy serves as the implementing tool for the 2016 White Paper on Safety and Security. The e-Policing Policy Framework was also approved during the year under review. We also conducted research studies on the effectiveness of SAPS discipline management on policing, and the effectiveness of the SAPS basic training programme on service delivery, given that both training and discipline have an impact on the pace of transformation in the police service.

In response to the escalating levels of civil claims against the police, the management of civil claims or litigation by SAPS was assessed to determine how SAPS is managing civil claims or litigation. It is unfortunate that contingent liabilities for the SAPS increased from approximately R35 billion to R60 billion in four years, but this is however, consistent with the waning levels of trust in the police.

The 2019/20 financial year was not without its challenges. Although we had set out to maintain a vacancy rate of not more than 7%, the Department ended the year with a vacancy rate of 7.79%. Corporate Services made steady improvement through the course of the year in maintaining the planned target, peaking at a low 6.49% in Q3, but this unfortunately dropped to exceed by 0.79% of the total post establishment due to three resignations in Q4. Whilst acknowledging that natural attrition cannot necessarily be avoided, the Department will prioritise and fill all vacant funded posts in the new financial year in order to ensure that we are in a better position to adequately deliver on our mandate. The timeous implementation of internal audit recommendations will also assist us to strengthen internal mechanisms and improve operational efficiencies.

In the next financial year, the Department will focus on the development and implementation of the Business Continuity and Disaster Recovery Plan in order to mitigate against the impact of unexpected crises such as COVID-19. The pandemic has indeed opened our eyes up to the vulnerability of the State and traditional modes of service delivery to these Black Swan-like events.

Lastly, to contribute to the transformation of the police service and to assist in facilitating a conducive environment for national stability and economic recovery post the COVID-19 crisis, the Department will also place concerted efforts on the finalisation of key legislation, policies and strategies that will have a high impact in this respect. The SAPS Act Amendment Bill, in particular, will provide an opportunity to improve the legal framework towards professionalisation of SAPS and also to contribute to integrity and combating of corruption within the institution.

OVERVIEW OF THE FINANCIAL RESULTS OF THE DEPARTMENT:

Departmental Receipts

DEPARTMENTAL RECEIPTS	2019/2020			2018/2019		
	Estimate	Actual Amount Collected	(Over)/ Under Collection	Estimate	Actual Amount Collected	(Over)/ Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Sale of goods and services other than capital assets	77	71	6	79	68	11
Financial transactions in assets and liabilities	59	-	59	74	128	(54)
Total	136	71	65	153	196	(43)

The Civilian Secretariat for Police Service is not a revenue collecting or generating Department as it does not deliver a direct revenue-based service to the public. Most of the revenue collected relates to internal processes and services. A total amount of R71 000 in revenue was collected in the 2019/20 financial year. This is a decrease of R125 000 against the 2018/19 revenue of R196 000. The under-collection of R65 000 was due to an over-estimation on the collection of previous year debt and related revenue.

Programme Expenditure

PROGRAMME NAME	2019/2020			2018/2019		
	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	64 043	61 844	2 199	54 437	53 072	1 365
Inter-Sectoral Coordination and Strategic Partnerships	27 108	26 807	301	24 345	21 976	2 369
Legislation and Policy Development	20 168	20 000	168	21 392	20 386	1 006
Civilian Oversight, Monitoring and Evaluation	31 732	28 783	2 949	31 045	28 430	2 615
Total	143 051	137 434	5 617	131 219	123 864	7 355

The Department had spent R137,434 million or 96,1% of its final appropriation of R143,051 million in the 2019/20 financial year. That is a 1,7% increase against the R123,864 million or 94,4% spending in the 2018/19 financial year. The underspending on all programmes can mainly be attributed to vacant posts, cost-saving measures, and the delay in moving the Department into new office accommodation. The Department has spent 97,2% of its budget on the compensation of employees which is a 3,3% improvement in the previous year's spending. Due to cost-saving measures and the delay in re-locating the department to new office accommodation the spending on goods and services was 94,0% and on payments of capital assets the spending was 77,5% of the final appropriation.

Virements/Rollovers

The Accounting Officer approved the following virements:

PROGRAMME	Approved by the Accounting Officer and / or National Treasury
	R'000
Administration	260
Inter-Sectoral Coordination and Strategic Partnerships	2 237
Legislation and Policy Development	(1 775)
Civilian Oversight, Monitoring and Evaluation	(722)
Total	-

The Accounting Officer approved virements from Programme 3: Legislation and Policy Development and Programme 4: Civilian Oversight, Monitoring, and Evaluations to Programme 1: Administration for the purchasing of capital assets and Programme 2: Inter-Sectoral Coordination and Strategic Partnerships to defray overspending on goods and services. Included in the virement is the approval from the National Treasury for the reduction of Compensation of Employees with R197 000 to defray overspending on Transfers to Households in relation to leave a gratuity and early retirement.

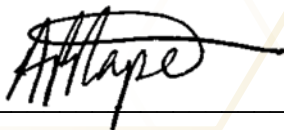
- **Public Private Partnerships**
 - Not applicable
- **Discontinued Activities / Activities to be Discontinued**
 - None
- **New or Proposed Activities**
 - None

- **Supply Chain Management (SCM)**
 - There were no unsolicited bid proposals concluded for the year under review.
 - The SCM processes and systems are in place to prevent irregular expenditure.
 - There were no SCM challenges for the year under review.
- **Gifts and Donations received in kind from Non-Related Parties**
 - None
- **Exemptions and Deviations received from the National Treasury**
 - Not applicable
- **Events after the reporting date**

There were no significant events in respect of financial impact after the reporting date. However, the President declared a national state of disaster due to COVID-19 in March 2020. This announcement resulted in various extensions pronounced by the National Treasury. For instance, the final Annual Financial Statements (AFS) were submitted on 31 July 2020 instead of 31 May 2020. Therefore, the final audit report was issued by the AGSA on 30 September 2020.

The nation-wide lockdown period also brought about other challenges such as delays in submission of information and documentation for audit purposes. Despite these challenges, the audit was successfully conducted.

- **Other**
 - There were no other material facts or circumstances which affected the financial state of affairs of the Department.



MR AP RAPEA

SECRETARY FOR POLICE SERVICE

Date:

23/10/2020

5. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY OF 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 Department for the financial year ended 31 March 2020.

Yours faithfully



MR AP RAPEA

SECRETARY FOR POLICE SERVICE

Date: 23/10/2020

6. STRATEGIC OVERVIEW

6.1 Vision

A transformed and accountable Police Service that reflects the democratic values and principles of the Constitution of the Republic of South Africa.

6.2 Mission

To provide efficient and effective civilian oversight over the South African Police Service for safer and more secure communities through community participation, legislation and policy development.

6.3 Values

In carrying out its mission, the CSPS subscribes to the following values:

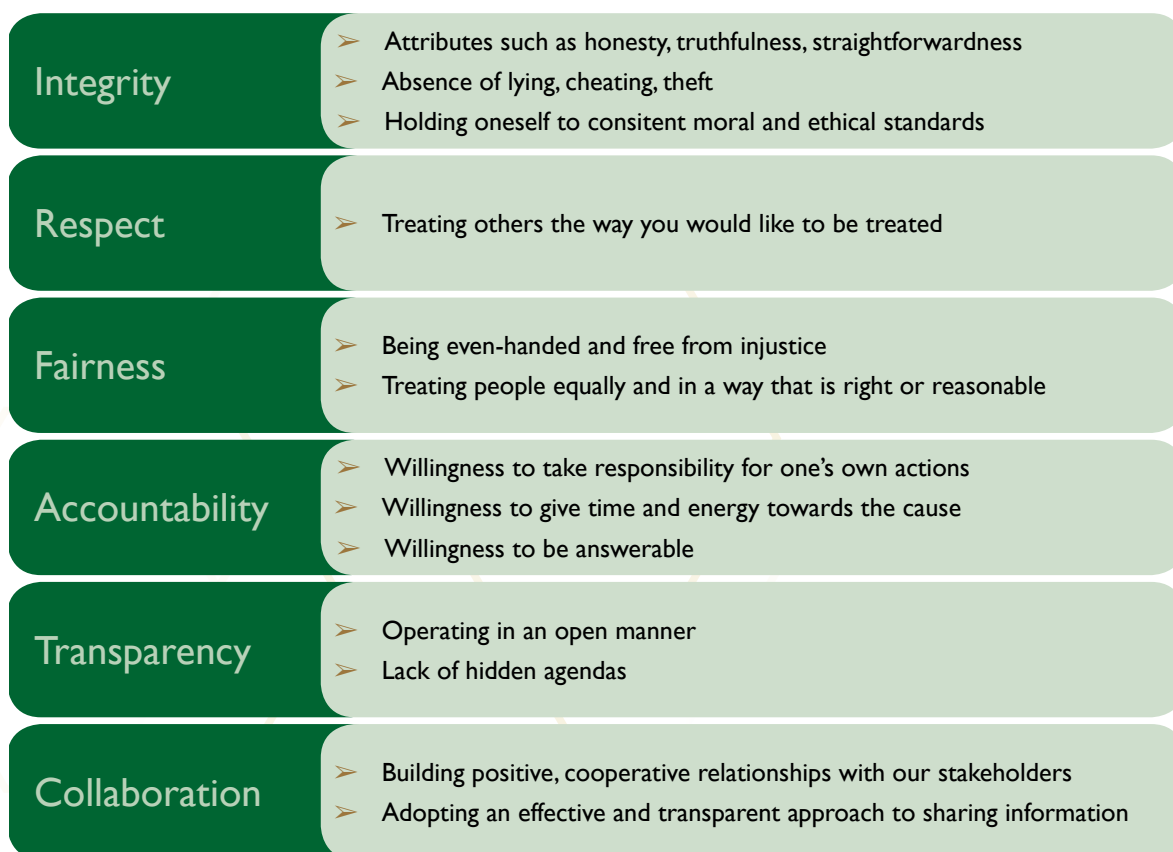


Figure 1: Values that guide the conduct of the Department in carrying out its mission

7. LEGISLATIVE AND OTHER MANDATES

7.1 Legislative Mandate

The Civilian Secretariat for Police Service derives its mandate from the following legislative frameworks:

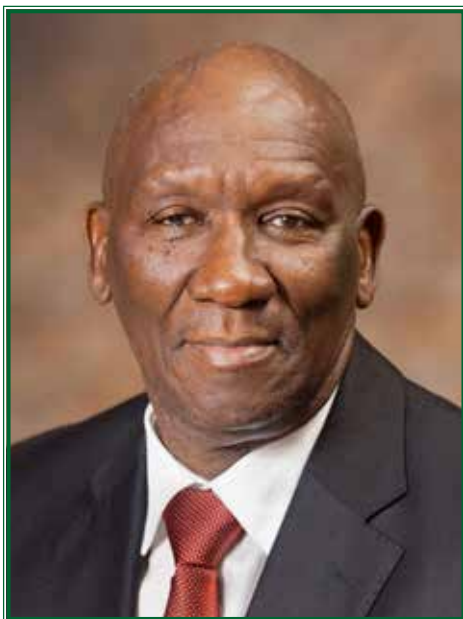
- The Constitution of the Republic of South Africa, 1996
- Civilian Secretariat for Police Service Act 2 of 2011
- Civilian Secretariat for Police Service Regulations 2016
- South African Police Service Act 68 of 1995 as amended
- Independent Police Investigative Directorate Act 1 of 2011
- Criminal Law (Forensic Procedures) Amendment Act 37 of 2013
- Public Service Act 103 of 1994
- The Public Finance Management Act 1 of 1999
- Intergovernmental Relations Framework Act of 13 of 2005
- Critical Infrastructure Protection Act 8 of 2019

7.2 Policy Mandate

The Civilian Secretariat for Police Service is further guided by the following policies:

- National Development Plan Vision 2030
- 2019 – 2024 Medium-Term Strategic Framework
- 2016 White Paper on Safety and Security
- 2016 White Paper on Policing
- Policy on Community Safety Forums (CSFs)
- Policy Framework on Establishing an Integrated Model of Policing: Single Police Service
- Policy on Reducing Barriers to the Reporting on Sexual Offences and Domestic Violence

8. ORGANISATIONAL STRUCTURE



Minister of Police

General B H Cele (MP)



Deputy Minister of Police

Hon. C C Mathale (MP)



Secretary for Police Service

Mr A P Rapea

**MINISTER OF POLICE
GENERAL B H CELE, MP**

**SECRETARY FOR POLICE SERVICE
MR AP RAPEA**

**DIRECTORATE:
NATIONAL FORENSIC OVERSIGHT
AND ETHICS (DNA) BOARD
MR M ROGERS**

**OFFICE OF THE DIRECTORATE
FOR PRIORITY CRIME
INVESTIGATION (DPCI) JUDGE
JUDGE DF KGOMO**

**DIRECTORATE:
INTERNAL AUDIT**

**DIRECTORATE:
GOVERNANCE, RISK AND
INTERGRITY MANAGEMENT**

**DIRECTORATE:
EXECUTIVE SUPPORT**

**DIRECTORATE:
STRATEGIC MANAGEMENT**

**CHIEF DIRECTORATE:
POLICY AND RESEARCH
MS B OMAR**

**DIRECTORATE:
POLICY ANALYSIS**

**DIRECTORATE:
RESEARCH
DEVELOPMENT**

**CHIEF DIRECTORATE:
LEGISLATION
ADV. D BELL**

**DIRECTORATE:
LEGISLATION**

**DIRECTORATE:
LEGISLATION**

**CHIEF DIRECTORATE:
INTERSECTORAL
COORDINATION &
STRATEGIC PARTNERSHIPS
MR B NTULI**

**DIRECTORATE:
INTERGOVERNMENTAL
PARTNERSHIPS**

**DIRECTORATE:
CIVIL SOCIETY
PARTNERSHIPS**

**DIRECTORATE:
COMMUNITY OUTREACH
PROGRAMMES**

**DIRECTORATE:
PUBLIC PRIVATE
PARTNERSHIPS**

**CHIEF DIRECTORATE:
OVERSIGHT
MONITORING AND
EVALUATION
MR T RAMARU**

**DIRECTORATE:
POLICE
PERFORMANCE**

**DIRECTORATE:
EVALUATION**

**DIRECTORATE:
POLICE
COMPLIANCE AND
CONDUCT**

**CHIEF DIRECTORATE:
CORPORATE SERVICES
MS D WECHOEMANG**

**DIRECTORATE:
HUMAN RESOURCE
MANAGEMENT**

**DIRECTORATE:
HR DEVELOPMENT &
EMPLOYEE RELATIONS
& WELLNESS**

**DIRECTORATE:
COMMUNICATION**

**DIRECTORATE:
INFORMATION
COMMUNICATION
AND TECHNOLOGY**

**CHIEF DIRECTORATE:
FINANCIAL
MANAGEMENT
MR T NKOJOANA**

**DIRECTORATE:
FINANCIAL
MANAGEMENT**

**DIRECTORATE:
SUPPLY CHAIN
MANAGEMENT**

9. ENTITIES REPORTING TO THE MINISTER

Nature of Operations	Legislative Mandate	Financial Relationship	Nature of Operations
Civilian Secretariat for Police Service	Civilian Secretariat for Police Service Act, 2 of 2011	N/A	Provide an oversight role over the performance and conduct of the police
South African Police Service	The South African Police Service Act, 1995 (Act No 68 of 1995)	The Civilian Secretariat for Police Service receives its funds as a transfer payment through the Vote: Police	Creating a safe and secure environment for all the people in South Africa
Independent Police Investigative Directorate	The Independent Police Investigative Directorate Act, 2011 (Act No 1 of 2011)	None	Investigating complaints of alleged criminality and misconduct against members of the SAPS and the Metropolitan Police Department
Private Security Industry Regulatory Authority (PSIRA)	The Private Security Industry Regulation Act, 2001 (Act No 56 of 2001)	None	Provide for the regulation of the private security industry

PART B: PERFORMANCE INFORMATION

Police Service
SOUTH AFRICA

2020-2023
NDP



Department
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA



Department
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA



1. AUDITOR GENERAL'S REPORT: PREDETERMINED OBJECTIVES

For the period under consideration, the Auditor-General of South Africa (AGSA) provided reasonable assurance on the usefulness and reliability of the reported performance information against the predetermined objectives for Programme 4: Civilian Oversight, Monitoring, and Evaluation. The audit outcomes indicate that the AGSA did not identify any material findings for the selected Programme.

For details regarding the audit outcomes on the performance against the predetermined objectives, see page 93-94 of the AGSA Report under Part E.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

During the period under consideration, the Department remained committed to improving performance in an effort to fulfil its mandate effectively. The Department has undertaken the following initiatives with various stakeholders in different provinces in respect of services delivered directly to the public:

Anti-Crime Campaigns

- The Department held Anti-Crime Campaigns to direct attention to safety concerns in schools and Gender-Based Violence (GBV) in the learning environment.
- Additional campaigns were held in response to the ongoing violence, in particular the Western Cape Province, while others were carried out with shebeen and tavern owners to address alcohol-related problems.
- The Department held Anti-Crime Turnaround Strategy engagements with community structures with the aim of implementing a project intended to address issues relating to alcohol trade and use.

In terms of actual performance against the set target of four (4) anti-crime campaigns, the Department successfully conducted eight (8) campaigns.

Izimbizo/public participation programmes

Izimbizo/public participation programmes were carried out to promote community safety across different provinces. The issues relating to violence against women and children and the protection of vulnerable people took centre stage in the complaints raised by communities during these engagements.

The Department managed to conduct fifteen (15) Izimbizo/public participation programmes out of the 8 targets planned.

Capacity Building Workshops

The Department conducted workshops aimed at building capacity in terms of crime prevention policies. The Department successfully conducted 11 capacity building workshops out of the 4 targets planned.

The challenges encountered by the Department when providing the services were as follows:

- Short notice requests posed logistics challenges in respect of the arrangements for some Izimbizo.
- There was inadequate capacity to handle service delivery complaints against the SAPS.
- The establishment of Community Safety Forums (CSFs) remained a challenge during the period under review as some municipalities consider this function as an unfunded mandate.

Corrective steps in dealing with the above challenges are as follows.

- The responsible unit will motivate for additional staff.
- Consultations are taking place with the Department of Cooperative Governance and Traditional Affairs (COGTA) to address challenges regarding the establishment of CSFs by municipalities.
- The Department will review the budget with a particular focus on funding for training and resource allocation for Community Policing Forums (CPFs).

2.2 Service Delivery Improvement Plan

The process of developing a Service Delivery Improvement Plan (SDIP) will commence during the third quarter of the 2020/21 financial year to ensure compliance with the Public Service Regulations, Chapter 1, and Part III C.

2.3 Organisational Environment

For the period under review, there were no organisational restructuring efforts made and resignations or appointment of key personnel such as the Accounting Officer or Chief Financial Officer (CFO).

At the end of the reporting period, the Department had filled 142 of its 154 post establishment, resulting in a vacancy rate of 7.79%. Of the 142 staff employed by the Department, there was only one person with a disability, which translates into 0.70%. Out of the total positions filled, 76 or 54% were females, while 66 or 46% comprised of males. Females occupied 14 or 50% of the senior management positions within the Department, and males also occupied 14 or 50%.

2.4 Key Policy Developments and Legislative Changes

During the period under consideration, there were no changes to relevant policies or legislation that affected or may affect the operations of the Department in future periods.

3. STRATEGIC OUTCOME ORIENTED GOALS

The strategic objectives were not included in the Annual Performance Plan (APP) for the 2019/20 financial year as the Department had already started implementing the Revised Framework for the Strategic Plans and Annual Performance Plans introduced by the Department of Planning, Monitoring and Evaluation. The Department has, however, included the following outcomes in its 2019/20 APP to ensure alignment with the Strategic Plan.

- Improved community participation in the fight against crime;
- Improved community police relations;
- Improved collaboration, coordination and integration on safety, crime and violence prevention within the three spheres of government; and
- Transformed and accountable police service

A summary of the progress made towards the five-year targets is as follows:

CSPS Progress Graph: 2015/16-2019/20

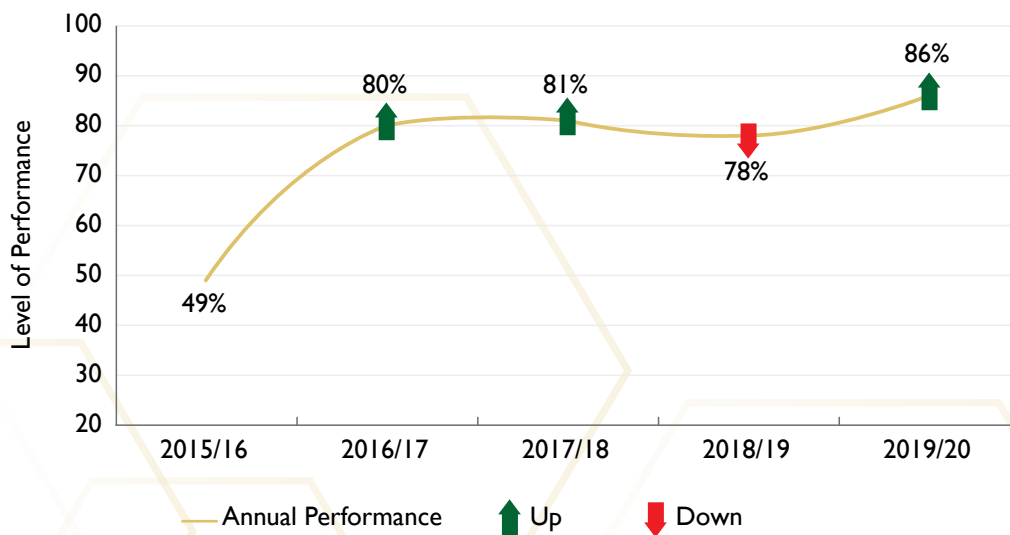


Figure 2. Progress Graph: 2015/16-2019/20

Figure 2 shows that the Department reached its lowest level of performance (49%) at the end of the 2015/16 financial year. Subsequently, however, the Figure shows a sharp increase in performance, from 49% in 2015/16 - 80% at the end of the 2016/17 financial year, an increase of 31%. The lowest performance score recorded at the end of the 2015/16 financial year was as a result of the following factors:

- Inadequate human resource capacity;
- An unapproved Risk Management Policy;
- A research scope on firearms management in SADC which was changed to focus on concerns regarding the management of firearms in South Africa;

- The Critical Infrastructure Protection Bill that was referred back for further refinements;
- The Animal Movement and Produce Bill deferred due to prioritisation of the Firearms Control Amendment Bill and the Critical Infrastructure Protection Bill;
- The drafting of the SAPS Amendment Bill which was delayed pending the finalisation of the White Paper on Policing and related policies, and
- The fact that planned regulations were not drafted as they are dependent on the Bills becoming Acts, amongst other issues.

The sharp increase in 2016/17 is considered to be due to efforts made to improve the level of performance. These efforts include, among other things, strengthening of community initiatives with Community Police Forums (CPFs), Community Safety Forums (CSFs), neighbourhood watches, street committees, and civil society formations with the aim of building partnerships to reduce crime, completion of research projects such as the Research on Policing Resource Allocation and a Paper on the Establishment of a National Policing Advisory Committee, conducted oversight visits in police stations, promoted community safety through izimbizo and the approval of the Critical Infrastructure Protection Bill by Cabinet for introduction in Parliament. Although the performance improved, the Department recorded an unusually high 21.19 % vacancy rate due to the approval of new additional posts in the third quarter of 2016/17, which increased the vacancy rate.

A year later, the Figure shows a performance score of 81%, an increase of 1% compared to the preceding year. The almost consistent performance follows the implementation of controls to ensure that the Department achieves and maintains high levels of performance. For instance, the Department made good progress in reducing the vacancy rate from 21.19 % in 2016/17 to 7.33% in 2017/18. The filling of vacancies was necessary for the effective delivery of the mandate of the Department and to improve on service delivery.

Following the peak period, a slight decline in performance was observed. As shown in the Figure, the performance of the Department dropped from 81% in 2017/18 to 78% in 2018/19. The slight decline in performance is as a result of internal and external audit recommendations that were not fully implemented, consultation for training the trainers with Wits University was not completed, and an evaluation report on the relevance and effectiveness of oversight initiatives was not done as the Department was requested by the Minister to conduct an assessment on the resourcing of the Forensic Science Laboratories (FSL). In addition, an assessment report regarding the establishment and functionality of CSFs was not done as the Minister requested the Department to evaluate the effectiveness of the SAPS Rapid Response Services (10111).

As at the end of the 2019/20 financial year, the Figure shows the highest recorded performance in the past 5-years. The performance improvement follows the implementation of controls to address the gaps identified in previous years to ensure that the Department achieves consistently high levels of performance. As a result, the Department achieved a performance score of 86% during the 2019/20 financial year. The progress made by the Department in terms of Bills and Regulations is as follows:

Second Hand Goods Amendment Bill 2020

The Bill is provisionally certified by the Office of the Chief State Law Adviser, pending the comments that will emanate at the relevant JCPS structures.

The Amendment to the Firearms Control Act (60/2000) Regulations 2020

The amendment to the Firearms Control Act (60/2000) Regulations 2020 were published in the Gazette on 9 March 2020.

Amendments to the South African Police Service Act, 1995 (The DNA Regulations)

A new set of Regulations made under section 15A-D of the South African Police Service Act, 1995, which repeals and substitutes the 2015 Regulations regarding DNA related matters, has been promulgated through a publication in Gazette No. 43146 of 27 March 2020.

The Protection of Constitutional Democracy against Terrorist and Related Activities Amendment Bill, 2020

The Protection of Constitutional Democracy against Terrorist and Related Activities Amendment Bill was presented to the Minister and the Deputy Minister. The Minister approved the Bill to be processed for further consultations within the JCPS Cluster. The Bill was provisionally certified by the Chief State Law Adviser on 12 March 2020. Letters were prepared and submitted to the JCPS Directors General Cluster as well as other Departments affected by the Bill, including institutions such as the National Prosecuting Authority and the Financial Intelligence Centre (FIC), to advise them of the submission of the Amendment Bill to the Development Committee.

The South African Police Service Amendment Bill 2020

The Amendment Bill was approved by the JCPS Ministers Cluster for processing to the JCPS Cabinet Committee, in order for Cabinet to approve the publishing of the Bill in the Gazette for public comments. The documentation required in this regard was prepared and submitted to the Ministry for distribution to the JCPS Cabinet Committee members.

The Firearms Control Amendment Bill, 2020

The Firearms Control Amendment Bill was presented to and approved by the JCPS Development Committee for submission to the JCPS Directors General Cluster.

Controlled Animals and Animals Products Bill, 2020

The Bill was presented to the Minister and Deputy Minister. The Minister and Deputy Minister raised concerns about the gaps identified in the Bill. During the period under review, work was undertaken to address these gaps.

The Independent Police Investigative Directorate Amendment Bill, 2020

The Amendment Bill was discussed at the Consultative Forum and proposals were made regarding how to proceed with the draft Amendment Bill. The drafting team developed a project plan to fast-track the Amendment Bill.

In addition, the Department recorded the following progress during the 2019/20 financial year:

- The Department conducted workshops geared towards establishing Community Safety Forums (CSFs) in municipalities and capacity building with a particular focus on crime prevention in all the nine provinces. Anti-Crime campaigns were conducted.
- The Department held several Izimbizo/public participation programs to promote community safety in various provinces. For example, stakeholders were engaged during Imbizo to address the ongoing violent crimes and the escalating levels of stock theft in rural communities.
- The Department had signed a Memorandum of Understanding with the Congress of Traditional Leaders of South Africa (CONTRALESAs) and Big Brands Media Holdings (BBMH) to help fight crime and promote safety in communities.
- A draft Integrated Crime and Violence Prevention Strategy aimed at providing a coordinated and integrated approach to prevent crime and violence in South Africa was approved.
- The e- Policing Policy Framework was completed and approved during the reporting period.
- The Department conducted a study on examining the effectiveness of SAPS Discipline Management on Policing. The study was completed and approved during the reporting period.
- The Department conducted a study on examining the effectiveness of the SAPS Basic Training Programme on service delivery. The study was a joint project with the Provincial Secretariats aimed at assessing the effectiveness of the SAPS Basic Police Development Learning Programme (BPDLP) on professionalising the police through examining the nature and application of the BPDLP to produce professional police. The report was finalised and approved during the reporting period.
- The Department held extensive engagements regarding the implementation of the 2016 White Paper on Safety and Security. Subsequently, a Roadmap was developed to facilitate the implementation of the proposals of the White Paper.
- The Safer Spaces Gazette was completed and approved.
- The Department finalised a study on police living quarters, which assessed the state of the living quarters and how they are managed, focusing particular attention on compliance with applicable policies and national instructions.

- The Department conducted an assessment of the implementation of the Sexual Offences and Related Matters Act (SORMA). The assessment aimed to verify the effectiveness of the implementation of the SORMA, with particular emphasis on the Family Violence, Child Protection, and Sexual Offences Units (FCS Units). The study was done in response to the call made by the State President in his State of the Nation Address, about the eradication of violent crime, which includes gender-based violence happening at a very high rate in the country.
- The Department assessed the management of civil claims or litigation by SAPS. This study sought to assess how SAPS is managing civil claims or litigation and checking the effectiveness of the implementation of the National Instruction No. 25 of 2019, which regulates the management of civil claims against SAPS. It was done in response to the escalating levels of civil claims against the police up to the point where contingent liabilities for the SAPS increased from approximately R35 billion to R60 billion in four years.

Finally, it should be noted that corrective actions are continuously taken in an effort to improve future performance. For example, quarterly performance reports are presented to the Executive Management Committee and the Audit and Risk Committee to convey the progress made toward achieving targets. In addition, a Human Resource Committee will continue to oversee the process of filling vacant funded posts.

4. PERFORMANCE INFORMATION BY PROGRAMME

4.1 PROGRAMME I. ADMINISTRATION

SUB-PROGRAMME I.1: DEPARTMENT MANAGEMENT								
APP REF.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS
I.1.1	Number of joint consultative IPID/ Secretariat Forum meetings held per year in compliance with the Civilian Secretariat for Police Service Act, 2011	4	4	3	4	4	0	N/A

STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

The Sub-Programme achieved all its targets during the reporting period.

CHANGES TO PLANNED TARGETS

There are no changes to planned targets for this reporting period.

SUB-PROGRAMME I.2: CORPORATE SERVICES								
APP REF.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS
I.2.1	Maintain vacancy rate not more than 7% of the total post established	New Indicator	6.7%	6.7%	Not more than 7%	7.79%	(0.79%)	The Department had 3 resignations during the last quarter of the previous financial year.

STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

The Department will prioritise and fill all vacant funded posts.

CHANGES TO PLANNED TARGETS

There were no changes made to planned targets for this reporting period.

SUB-PROGRAMME 1.3: FINANCE ADMINISTRATION									
APP REF.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS	
1.3.1	Percentage of payments made to creditors within 30 days	97%	97%	98%	100%	100%	0%	N/A	
1.3.2	Percentage of internal audit recommendations implemented	N/A	80%	90%	100%	81%	(19%)	The Sub-Programme had actions underway to fully implement the recommendations made by the Internal Audit Unit during the reporting period. However, the recommendations took longer to implement than expected due to the consultative nature of debt recoveries and developing public finance and administration policies.	
1.3.3	Percentage of external audit recommendations implemented	N/A	88%	50%	100%	100%	0%	N/A	
1.3.4	Percentage of expenditure in relation to budget allocated	N/A	95%	94%	98%	96%	(2%)	The low level of spending is due to 10 vacant funded posts that have not been filled and unspent funds for office accommodation	

STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

- The Department will put measures in place to ensure the timely implementation of internal audit recommendations.
- The Department will ensure that vacant funded posts are prioritised and filled.
- The Department will continue to engage with Public Works regarding the process of acquiring office space.

CHANGES TO PLANNED TARGETS

The target under Q1 for output indicator 1.3.3 was changed from 100% to 0 during the reporting period. The 100% target under Q1 was an inadvertent error resulting from re-entering of the annual target. As such, a decision was made to move the 100% target to Q4.

LINKING PERFORMANCE WITH BUDGETS

SUB-PROGRAMME NAME	2019/20			2018/19		
	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000
Department Management	11 430	10 401	1 029	9 952	9 646	296
Corporate Services	23 168	22 757	411	22 631	21 932	699
Finance Administration	19 304	19 298	6	17 065	17 049	16
Office Accommodation	5 906	5 177	729	891	891	-
Internal Audit	4 235	4 211	24	3 898	3 554	344
Total	64 043	61 844	2 199	54 437	53 072	1 355

4.2 PROGRAMME 2: INTERSECTORAL COORDINATION AND STRATEGIC PARTNERSHIPS

SUB-PROGRAMME 2.1: INTERGOVERNMENTAL, CIVIL SOCIETY AND PUBLIC-PRIVATE PARTNERSHIPS									
APP REF.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS	
2.1.1	Number of Memorandum of Understanding (MoUs) signed with stakeholders per year to build safer communities	0	2	2	2	2	0	N/A	
2.1.2	Number of workshops facilitated with Provincial Secretariats and municipalities on the establishment of CSFs per year	N/A	20	12	9	14	5	There was a high demand for CSF workshops	
2.1.3	Number of provincial capacity building sessions held on crime prevention policies per year	N/A	9	9	4	11	7	The unit had to respond to levels of violence in universities and schools, including additional requests relating to capacity-building on crime prevention policies	
2.1.4	Number of partnerships strategies approved by the Secretary for Police per year	N/A	N/A	0	1	1	0	N/A	
2.1.5	Number of anti-crime campaigns conducted per year	0	3	4	3	8	5	The Department conducted additional Anti-Crime Campaigns in response to crime in the learning environment and high crime levels in the Western Cape	
2.1.6	Number of monitoring reports on implementing CPF regulations/ standards approved by the Secretary for Police per year	N/A	N/A	2	2	2	0	N/A	

STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

The Sub-Programme achieved all its targets during the reporting period.

CHANGES TO PLANNED TARGETS

There were no changes made to planned targets for this reporting period.

SUB-PROGRAMME 2.2: COMMUNITY OUTREACH									
APP Ref.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS	
2.2.1	Number of izimbizo/public participation programs held with communities to promote community safety per year	3	7	9	8	15	7	The unit had to respond to additional requests for public participation programmes emanating from the Ministerial programme	

STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

The Sub-Programme achieved all its targets during the reporting period.

CHANGES TO PLANNED TARGETS

There were no changes made to planned targets for this reporting period.

LINKING PERFORMANCE WITH BUDGETS

SUB-PROGRAMME NAME	2019/20			2018/19		
	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000
Intergovernmental, Civil Society and Public-Private Partnerships (PPP)	22 957	22 714	243	20 380	18 806	1 574
Community Outreach	4 151	4 093	58	3 965	3 170	795
Total	27 108	26 807	301	24 345	21 976	2 369

4.3 PROGRAMME 3: LEGISLATION AND POLICY DEVELOPMENT

SUB-PROGRAMME 3.1: POLICY DEVELOPMENT AND RESEARCH									
APP REF.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS	
3.1.1	Number of policies on policing submitted to the Secretary for Police Service for approval per year	1	2	3	2	2	0	N/A	
3.1.2	Number of research reports on policing approved by the Secretary for Police Service per year	2	2	2	2	3	1	The Sub-Programme developed a Roadmap to facilitate the implementation of the policy proposals of the White Paper as part of the efforts to respond to the President's target of reducing violent crime by 50% and the Minister's Paarl Summit recommendations	
3.1.3	Number of newsletters (gazette) published on Safer Spaces per year	N/A	N/A	1	1	1	0	N/A	

STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

The Sub-Programme achieved all its targets during the reporting period.

CHANGES TO PLANNED TARGETS

There were changes made on a Technical Indicator Description (TID) for output indicator number 3.1.1 above. During the reporting period, the 2016 White Paper on Policing Implementation Framework had to be deferred to accommodate the Ministry's priorities in relation to an integrated approach to addressing crime challenges in the country. This became particularly prominent when the Minister hosted an Anti-Crime Summit in Paarl, and a follow-up Summit again in Paarl to address community challenges on crime and violence. The Minister's approach directly reflects the Policy Proposals of the White Paper on Safety and Security, hence the need to deviate and focus on implementing the 2016 White Paper on Safety and Security. The integrated approach to addressing crime and violence also supports the President's priority regarding the reduction of crime by 50% within 10 years, as well as the implementation of the District Developmental Model (DDM). The number of targets for this output indicator however, remained unchanged during the reporting period.

SUB-PROGRAMME 3.1: LEGISLATION								
APP REF.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS
3.2.1	Number of Bills submitted to the Minister for approval per year	1	4	3	2	4	2	The Minister requested the Department to prioritise the South African Police Service Amendment Bill. Furthermore, the Protection of Constitutional Democracy against Terrorist and Related Activities Amendment Bill was prioritised for the 2020 Legislative Programme, and therefore drafting on the Bill was fast-tracked

STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

The Sub-Programme achieved all its targets during the reporting period.

CHANGES TO PLANNED TARGETS

There were no changes made to planned targets for this reporting period.

LINKING PERFORMANCE WITH BUDGETS

SUB-PROGRAMME NAME	2019/20			2018/19		
	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000
Policy Development and Research	13 120	13 112	8	14 220	13 433	787
Legislation	7 048	6 888	160	7 172	6 953	219
Total	20 168	20 000	168	21 392	20 386	1 006

4.4 PROGRAMME 4: CIVILIAN OVERSIGHT, MONITORING, AND EVALUATION

SUB-PROGRAMME 4.1: POLICE PERFORMANCE, CONDUCT AND COMPLIANCE MONITORING									
APP REF.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS	
4.1.1	Number of SAPS Oversight Reports approved by the Secretary per year	21	65	1	2	2	0	N/A	
4.1.2	Number of SAPS Trends Analyses Reports approved by the Secretary per year	2	2	1	1	1	0	N/A	
4.1.3	Number of SAPS Budget and Programme Performance Assessment Reports approved by the Secretary per year	1	1	1	1	1	0	N/A	
4.1.4	Number of assessments reports on Complaints Management approved by the Secretary per year	3	1	2	2	2	0	N/A	
4.1.5	Number of reports on SAPS Implementation of IPID Recommendations approved by the Secretary per year	2	1	2	2	2	0	N/A	
4.1.6	Number of monitoring reports on compliance and implementation of the Domestic Violence Act (98) by the SAPS approved by the Secretary per year	2	2	2	2	2	0	N/A	

SUB-PROGRAMME 4.1: POLICE PERFORMANCE, CONDUCT AND COMPLIANCE MONITORING									
APP REF.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS	
4.1.7	Number of reports on the implementation of and compliance to legislation and policies approved by the Secretary per year	1	1	1	1	1	0	N/A	
4.1.8	Number of assessment reports on litigation management approved by the Secretary for Police Service per year	N/A	N/A	1	1	1	0	N/A	
4.1.9	Number of reports on the functioning of the National Forensic DNA Database assessed per year	N/A	N/A	N/A	4	4	0	N/A	

STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

The Sub-Programme achieved all its targets during the reporting period.

CHANGES TO PLANNED TARGETS

There were changes made to output indicator 4.1.1, and 4.1.7 during the reporting period. These changes aimed to reflect the oversight work carried out by the Sub-Programme on the SAPS as a whole, as opposed to merely police stations. The aim was also to focus attention on the National Strategic Plan on GBV and Femicide in the country. Also, the number of targets was reduced from 2 to 1 per annum for indicator 4.1.7.

In addition, the focus of indicator 4.1.7 also changed from providing the status of implementation of Combatting of Trafficking in Persons Act, to assessing the implementation of the Sexual Offences and Related Matters Amendment Act.

SUB-PROGRAMME 4.2: POLICY AND PROGRAMME EVALUATIONS									
APP REF.	OUTPUT INDICATOR	Actual Achievement 2016/17	Actual Achievement 2017/18	Actual Achievement 2018/19	Planned Target 2019/20	Actual achievement 2019/20	Deviation from Planned Target 2019/20	COMMENT ON DEVIATIONS	
4.2.1	Number of assessment reports on compliance and effectiveness of the Central Firearms Registry approved by the Secretary per year	N/A	N/A	N/A	1	1	0	N/A	
4.2.2	Number of evaluation reports on the implementation of the Criminal Law (Forensic Procedures) Amendment Act No. 37 of 2013 approved by the Secretary per year	N/A	N/A	N/A	1	1	0	N/A	

STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

The Sub-Programme achieved all its targets during the reporting period.

CHANGES TO PLANNED TARGETS

During the reporting period, output indicator 4.2.1 above was revised because the SAPS was moving from the cluster system to the district approach. The changes made to the indicator were necessary because the nature of the assessment to be conducted had changed. Furthermore, the choice for a Central Firearms Registry is informed by the influx of complaints against the SAPS based on the challenges in the Firearms License Application system.

There were also changes made to output indicator 4.2.2, in order to correct the wording of the output indicator. The number of targets for this output indicator, however, remained unchanged.

LINKING PERFORMANCE WITH BUDGETS

SUB-PROGRAMME NAME	2019/20			2018/19		
	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000
Police Performance, Conduct and Compliance	17 357	17 335	22	16 912	16 838	74
Policy and Programme Evaluations	4 610	4 605	5	4 497	4 469	8
Information Management	501	-	501	826	813	13
Office of the Directorate for Priority Crime Investigation Judge	5 843	4 264	1 579	5 139	4 032	1 107
National Forensic Oversight and Ethics Board	3 421	2 579	842	3 671	2 278	1 393
Total	31 732	28 783	2 949	31 045	28 430	2 615

5. TRANSFER PAYMENTS TO PUBLIC ENTITIES

This table relates to Public Entities who received funding from the Department

Name of Public Entity	Services rendered by the public entity	Amount transferred to the public entity	Amount spent by the public entity	Achievements of the public entity
SASSETA	Training	R189 000	R189 000	

Transfer payments to all organisations other than public entities

The table below reflects the transfer payments made for the period 01 April 2019 to 31 March 2020

Name of transferee	Type of organisation	Purpose for which the funds were used	Did the Dept. comply with s 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity	Reasons for the funds unspent by the entity
N/A	N/A	N/A	N/A	N/A	N/A	N/A

The table below reflects the transfer payments which were budgeted for in the period 01 April 2019 to 31 March 2020, but no transfer payments were made.

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

6. CONDITIONAL GRANTS

The Department did not receive or pay any conditional grants for the year under review.

7. DONOR FUNDS

Name of donor	
Full amount of the funding	N/A
Period of the commitment	N/A
Purpose of the funding	N/A
Expected outputs	N/A
Actual outputs achieved	N/A
Amount received (R'000)	N/A
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	N/A

The Department did not receive any donor funds during the year under review.

8. CAPITAL INVESTMENT

The Department does not have a Capital Investment and Asset Management Plan. The process of procuring office accommodation is underway.

PART C: GOVERNANCE



1. INTRODUCTION

Commitment by the Department to maintain the highest standards of governance is fundamental to the management of public funds and resources. Given this, the Department has established governance structures to effectively, efficiently, and economically utilise state resources, which are funded by the taxpayer.

2. RISK MANAGEMENT

2.1 Risk Management Policy and Strategy

The Department has an approved Risk Management Policy and Strategy. The Risk Management Policy is intended to communicate the Department's stance regarding risk management. The Policy is reviewed at least annually to reflect the current status on risk management. The implementation of the Risk Management Policy has been guided by the Departmental Risk Management Strategy. The Strategy includes a Risk Management Implementation Plan, in the form of a project plan and records the tasks, names of responsible persons, and target dates.

2.2 Risk Assessments

The Risk Management unit conducted an annual strategic risk assessment to review the existing risk register and to identify, evaluate and develop actions to reduce the impact of the current and emerging risks that may have a negative effect on the goals and objectives of the Department. Furthermore, the unit conducted operational risk assessment workshops to ensure that operational risks are continuously identified, evaluated, and managed.

2.3 Risk Management Committee

The Department has established an Executive Risk Management and Ethics Committee, which monitored the implementation of risk action plans to ensure that high risks are reduced to acceptable levels during the period under review.

2.4 Audit Committee

During the period under review, the Audit and Risk Committee (ARC) advised management on risk matters to ensure that the Department maintains an effective, efficient and transparent system of risk management.

2.5 Risk Management Progress

The Department has made progress in managing strategic and operational risks. Despite this noticeable progress achieved during the reporting period, more still needs to be done to ensure that the overall performance of the Department is improved. As such, the Department will continue to identify risks and implement action plans to ensure that continuous improvement is maintained.

3. FRAUD AND CORRUPTION

3.1 Fraud Prevention Plan

The Department has developed and approved a Fraud Prevention Plan to demonstrate its level of commitment to fighting fraud and corruption. To implement the Plan effectively, the Department has developed a Fraud Policy to support the implementation thereof. In addition, the Department has ensured that at every level within the organisation there is clear accountability for the implementation of the Fraud Prevention Plan. For example, any suspected case of fraud and corruption is investigated or reported to the relevant institutions or authority.

3.2 Mechanisms to Report Fraud and Corruption

The Department has approved a Fraud Prevention Plan and Policy. In addition to these policies, a Whistle Blowing Policy and Gift, Hospitality, and a policy on Remunerative Work outside the Public Service are in place.

The Department has also established a mechanism to empower whistle-blowers to report any suspected fraud and corruption. The Department investigates all the fraud and corruption cases and refers them to the relevant institutions and authorities depending on the outcome of the preliminary investigations. Furthermore, fraud risk assessments are conducted annually to identify fraud-related risks. All the risks identified are monitored through the Risk Management and Ethics Committee to ensure the implementation of action plans.

4. MINIMISING CONFLICT OF INTEREST

All Supply Chain Management (SCM) practitioners, Senior Management Service (SMS), and Middle Management Service (MMS) members are required to disclose their personal assets and business interest on an annual basis. Members of all the SCM Committees are also required to sign a declaration of interest during their Committee meetings. Furthermore, SCM Practitioners are requested to sign a Code of Conduct for SCM Practitioners, and all employees are required to ask for permission from the Accounting Officer to perform remunerative work outside the Public Service. In the event a conflict of interest is identified, disciplinary action will be taken in accordance with the relevant policies.

5. CODE OF CONDUCT

The Department subscribes wholly to the Code of Conduct for the Public Service as detailed in the Public Service Regulations. The Code serves as a guideline to employees as to what is expected of them from an ethical point of view, both in their individual conduct and in their relationship with others. Compliance with the Code enhances professionalism and helps to ensure confidence in the Public Service. All breaches of the Code of Conduct result in disciplinary action being taken against violations.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

The Department has continued to ensure compliance with the OHS Act 1993, by amongst others, putting the relevant programmes in place. A Health and Safety Committee was established, and members of the Committee were appointed and provided with the requisite training. An OHS Policy and terms of reference were approved. The Department complies with the DPSA SHERQ management policy. In September 2017, the Department requested the Department of Labour to assist with compliance with Occupational Health and Safety issues in the building. The Department is currently in the process of relocation to a new building and also addressing pressing issues in the current building that cannot wait for relocation, as identified by the Department of Labour. The Department strives to comply with the Occupational Health and Safety Act 85, 1993 and other relevant Regulations.

The Department has spearheaded Departmental OHS situational analysis which implies that hazard identification and risk assessment are conducted in the Department on a monthly and quarterly basis. All hazards that are identified are mitigated in the Department. Good housekeeping is maintained and practiced in the Department. The Health and Safety Committee meetings are chaired by the Chief Director: Corporate Services. The Department has embarked on conducting and presenting capacity building sessions for proper usage of Personal Protective Equipment (PPE) as per guidelines of OHS ACT. The PPE is allocated to all front line workers as per OHS guidelines. Ergonomic equipment was procured in line with OHS guidelines and provided to employees who needed them and supplied the necessary motivation from their registered medical practitioners.

The Department has registered with the Department of Labour in 2017 to report its cases, and has been given registration number should their staff members become affected. The Department had one reported and confirmed injury on duty (IOD) case. The case has not received an award, however, it was accepted as an injury on duty case with a case number. All employees are aware of the available Standard Operating Procedures (SOPs) on Compensation for Occupational Injuries and Diseases (COIDA) and are fully capacitated on immediate reporting of any injury on duty case. All employees who are injured on duty are given IOD leave in line with Public service ZI (a) with the submission of WCL 2, WCL4, and WCL 5 which of course is accompanied by medical reports. Emergency floor plans are displayed on the walls of the Department. The Department submitted approved operational plans and an Annual Report to the Department of Public Service and Administration (DPSA) for the reporting period.

Date of the Meeting	Matters Raised by the Portfolio Committee	Action Plans to Respond to Matters Raised by the Committee
9 July 2019	The Department was requested to provide the Committee with a plan for capacitating and supporting CPFs and to indicate which departments are providing financial support to the CPFs programmes.	The Department's strategic move over the next five years has been an endeavour towards facilitating targeted and specific safety interventions responsive to identified needs of CPFs and other voluntary structures. Since 2019, the Department has engaged Wits School of Governance (WSG) to develop a Training Programme for CPFs on Civilian Oversight. Phase 1 -national Train-the-Trainer training sessions are scheduled to start in September 2020, and Phase 2, which will be the en-masse roll-out phase of Training of CPF members at their respective police stations across all provinces. Funding for support to the CPFs training programmes is done by the CSPA and through the Safety and Security Sector Education and Training Authority (SASSETA).
21 August 2019	The Department was requested to induct the members of the Portfolio Committee on Police.	The Department presented before the Portfolio Committee on Police 21 August 2019. The presentation outlined the following points, among others, keys strategic priorities of the Department, previous functional group resolutions, 2020 Medium -Term Expenditure Framework (MTEF) proposed and possible baseline reductions, 2020 MTEF key departmental programmes for consideration, human resource plan, and headcount reduction considerations, and alternative service delivery models.
10 October 2019	<p>Status of efforts to ensure compliance with the Broad-Based Black Economic Empowerment (B-BBEE) requirements</p> <p>Concerned were raised about the low employment of people with disabilities within the Department</p> <p>Concerned about the low number of females employed by the Department at the Senior Management were raised</p>	<p>The Department has put controls in place in an effort to comply with the requirements of the B-BBEE Act. As a result of such efforts, an independent company was appointed to assess the level of compliance with the requirements of the B-BBEE Act. The results of the assessment showed general non-compliance for the 2018/19 financial year as the Department scored 15.47 points. The B-BBEE implementation will remain a priority for the Department to ensure that the level of compliance improves.</p> <p>To work in partnership with the organisations for people with disabilities to increase the employment of people with disabilities.</p> <p>The current employment rate of females at senior management level is 46.43%, the Department continues to strive to improve the percentage of senior female officials to 50% by prioritising and filling all vacant funded posts.</p>

Date of the Meeting	Matters Raised by the Portfolio Committee	Action Plans to Respond to Matters Raised by the Committee
10 October 2019	<p>The Committee requested a report on the oversight of police stations as the numbers alone are not enough, more details were necessary. That was also true for Community Safety Forums (CSFs). The presentation did not include any information about challenges.</p> <p>The Committee requested details on the status of CSFs</p>	<p>The Department compiled an oversight report which focuses on the top 30 national and provincial worst-performing police stations. The report was aimed at improving the performance of the police stations.</p> <p>The Department provides capacity-building to CSFs as and when requested while the local municipalities and Metro Police are responsible for community safety. The local municipalities are not willing to establish CSFs because they are unfunded. The main challenge, however, is the lack of legislation for governing CSFs. A review of the CPFs policy is underway with amendments. The plan is to move CPFs to the Department. However, that could only happen if the South African Police Service (SAPS) Act is amended.</p> <p>The Department has developed a training manual. So far, however, the challenge is that only members who completed grade 7 received training. The new training strategy will accommodate all members regardless of their level of education.</p>
26 February 2020	<p>The Committee requested details on the status of CPFs</p> <p>Status on the South African Police Service Amendment Bill</p>	<p>On 17 March 2020, the Amendment Bill was approved by the Justice, Crime Prevention and Security Cluster (JCPS) Ministers Cluster for processing to the JCPS Cabinet Committee, in order for Cabinet to approve the publishing of the Bill in the Gazette for public comments. The documentation required in this regard was prepared and submitted to the Ministry for distribution to the JCPS Cabinet Committee members.</p>
26 February 2020	<p>Status on the Firearms Control Amendment Bill</p>	<p>On 27 February 2020, the Firearms Control Amendment Bill was presented to and approved by the JCPS Development Committee for submission to the JCPS Directors General Cluster. The Amendment Bill will be submitted at the next sitting thereof.</p>
26 February 2020	<p>Status on the Controlled Animals and Animal Products Bill</p>	<p>On 11 February 2020, the Bill was presented to the Minister and Deputy Minister. The Minister and Deputy Minister raised concerns about the gaps identified in the Bill. Once these concerns have been addressed, the Bill will be presented to the Minister to obtain approval before processing it to the JCPS Development Committee.</p>

Date of the Meeting	Matters Raised by the Portfolio Committee	Action Plans to Respond to Matters Raised by the Committee
26 February 2020	Status on the Second Hand Goods Amendment Bill	On 11 February 2020, the draft Second Hand Goods Amendment Bill was presented to the Minister and the Deputy Minister and the Minister approved that the Amendment Bill be processed for further consultation within the relevant JCPS structures. The Socio Economic Impact Assessment report is being finalised for submission to and further consultation with the Department of Planning, Monitoring and Evaluation (DPME). The Bill is provisionally certified by the Office of the Chief State Law Adviser, pending the comments that will emanate at the relevant JCPS structures.
26 February 2020	Status on the Regulation of Gatherings Amendment Bill	The review of the Act is proceeding. A Draft Discussion Paper is being developed, and is far advanced for interdepartmental consultations. Comparative research is being carried out to identify international best practices and to ensure that the Act complies not only with the Constitution of the Republic of South Africa 1996, but also to make sure that it is in line with the International Law and it addresses operational requirements.
26 February 2020	Status on the Independent Police Investigative Directorate Amendment Bill	On 24 March 2020, the Amendment Bill was discussed at the Consultative Forum and proposals were made regarding how to proceed with the draft Amendment Bill. The drafting team will develop a project plan to fast-track the Amendment Bill at the next meeting.
26 February 2020	Status on the Critical Infrastructure Protection Regulations	The Regulations has been put on hold due to the nation-wide lockdown as a result of the COVID-19. The progress made thus far is as follows: The Bill has been signed into law at the end of November 2019. Meetings were held with various key stakeholders on 27-30 January 2020 and 11 February 2020 to plot a way forward in terms of the Regulations.
26 February 2020	The Committee made a request for an update on the presentation of the e-Policy Framework	The Secretary for Police Service approved the e-Policing Policy Framework, Phase 3 of the policy will be carried out during the 2020/21 financial year and will be presented to the Committee once approved by the Minister.
26 February 2020	The Committee made a request for an update on the status of the Newsletter	The newsletter has been completed and published.

Date of the Meeting	Matters Raised by the Portfolio Committee	Action Plans to Respond to Matters Raised by the Committee
13 November 2019	The Committee members raised concerns about Schedule 8 offenders not being sampled and the delays in the signing of the DNA Amendment Bill.	The Minister placed the tabling of the Amendment Bill with the JPCS Cabinet Committee in abeyance pending discussions with the Minister of Home Affairs in relation to the establishment of a national population DNA Database. The amendment purely sought to extend the two years for sampling all schedule 8 convicted offenders who had already been serving a sentence before the Act coming into force. The Minister now wants the Bill to consider expanding the provision to make it a requirement for all citizens to submit a DNA sample that would be stored on a national database.
13 November 2019	Concerns were raised regarding the clash of protocols or mandates between the CSPA and the DNA Board. Both parties were urged to expedite the signing of the Memorandum of Understanding (MoU).	The MoU was signed in February 2020.
13 November 2019	The Committee recommended that the Board should intensify its public engagement due to the general lack of awareness by the public of the Board and in particular, its mandate in relation to investigating complaints where it is suspected that there have been breaches in the manner in which DNA samples have been taken, transported, analysed and stored for example.	The Specialist Investigator assumed her duties on 1 December 2019. However, due to the impact of COVID-19, the public awareness strategy cannot be rolled out in the manner envisaged by the Committee. Digital solutions are being explored as an alternative to driving the public awareness campaign.
13 November 2019	Concerns were raised in regard to the process of appointing a new Board.	The Board has been appointed.

8. SCOPA RESOLUTIONS

The table below presents the resolutions, details pertaining to the resolutions and progress made by the Department with regard to each resolution.

Resolution No:	Subject	Details	Response by the Department	Resolved (Yes/No)
N/A	N/A	N/A	N/A	N/A

During the period under consideration, there were no resolutions or progress made as Department did not appear before the Standing Committee on Public Accounts (SCOPA).

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

The table below outlines mechanisms put in place by the Accounting Officer to resolve the matters reported by the AGSA in the previous financial year.

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
N/A	N/A	N/A

10. INTERNAL CONTROL UNIT

The Department has not established an Internal Control Unit. Provision will be made when reviewing the organisational structure in the future.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

The Audit Committee plays a critical role in ensuring that the Department has mechanisms in place to ensure good governance and that applicable accounting and auditing standards are applied. It also monitors the adoption of appropriate risk management practices and oversees the implementation of the risk management policy and plan.

Key activities and objectives of the internal audit

Internal Audit is responsible for expressing an opinion on the adequacy and effectiveness of the internal controls within the Department's processes. The objective of the Internal Audit is to determine whether the Department's network of risk management, internal control and governance processes as designed and represented by management function effectively.

A summary of the audit work done

During the reporting period, the Internal Audit Unit completed 13 planned audits and one ad-hoc project. The Internal Audit activity reviews are as follows:

- Human Resource Management (HRM) processes;
- Employee Relations processes;
- Review of Quarterly Performance Information;
- Inter-Sectoral Coordination and Strategic Partnerships processes;
- Finance Management processes;
- Supply Chain Management processes;
- Civilian Oversight, Monitoring and Evaluation processes;
- Asset Management processes; and
- Follow up on internal and external audit findings;

Key activities and objectives of the Audit Committee

The objective of the Audit and Risk Committee is to establish an independent governance structure to provide an oversight role on the system of internal control, risk management, and governance. Furthermore, the Committee assists the Accounting Officer in executing his responsibilities to ensure that the Department achieves its objectives.

The Audit and Risk Committee's activities include, but are not limited, to the following:

- Review of the Annual Financial Statements and Annual Report to ensure adequacy and accuracy of the disclosures made by the Department;
- Review of the Risk Management processes and provides inputs on the draft risk management policy, strategy, and plan;
- Review of the Internal Audit activities to improve the Departmental operations; and
- Review of the Information and Communication Technology processes.

Attendance of Audit Committee meetings by Audit Committee members

The table below discloses relevant information on the Audit Committee members:

NAME	Qualifications	Internal or External Member	If Internal, Position in the Department	Date Appointed	Date Resigned / Contract Ended	No. of Meetings Attended
Mr. Stephen Komane Motuba: Chairperson until 31 August 2019	BA	External Member	N/A	01 December 2014	31 August 2019	3
Professor Hermanus de Jager	CA (SA), RGA, Doctorate in Accounting, Masters in Accounting, Masters in Education, B.com; Certificate in Accountancy.	External Member	N/A	01 December 2014	31 August 2019	3
Mr. Phuti Nehemia Phukubje	B. Com Accounting; RGA; Post Graduate Diploma in Accounting.	External Member	N/A	01 December 2014	31 August 2019	3
Mr. Matsobane Matlwa Chairperson: from 01 September 2019	CA (SA); MSC; MBA; and B. Compt Honours	External Member	N/A	01 September 2019	N/A	4
Ms. Jo-Ann Savari	CA (UK); Honours Degree in Applied Accounting; BA; and BA Ed.	External Member	N/A	01 September 2019	N/A	4
Ms. Jane Masite	B. Com; CIA; CFE; CMIIA.	External Member	N/A	01 July 2018	N/A	5
Mr. Lethogonolo Moroeng	Masters in Management; Masters in ICT; CISM; and BSc.	External Member	N/A	01 September 2019	N/A	3

12. AUDIT COMMITTEE REPORT

We are pleased to present our report for the financial year ended 31 March 2020.

Audit and Risk Committee Members and Attendance

The Audit and Risk Committee (ARC) consists of the members listed hereunder. During the reporting period, the contracts of three Committee members ended on 31 August 2019 and were replaced by three new members, including the Chairperson who started on 1 September 2019. The Committee has met regularly during the year under consideration. The following meetings were held:

Name of Member	Number of Meetings Attended
Mr Stephen K Motuba (Chairperson until 31 August 2019)	2
Mr Matsobane Matlwa (Chairperson effective 1 September 2019)	4
Prof Hernan de Jager (Member until 31 August 2019)	2
Mr Phuti Phukubje (Member until 31 August 2019)	2
Ms Jane Masite (Member effective 1 July 2018)	5
Ms Jo-Ann Savari (Member effective 1 September 2019)	4
Mr Letlhogonolo Moroeng (Member effective 1 September 2019)	2

The Auditor-General of South Africa, Accounting Officer, Internal Audit staff, and members of the Executive Committee attended the above meetings.

ARC Responsibility

The Audit and Risk Committee complied with its responsibilities arising from Section 38 (1) (a) (ii) of the Public Finance Management Act and Treasury Regulation 3.1.9 and 27. The Audit and Risk Committee also reports that it has adopted appropriate formal terms of reference as its Audit and Risk Committee Charter, has regulated its affairs in compliance with the charter, and has discharged all its responsibilities as contained therein.

The Effectiveness of Internal Control

The responsibilities of the Internal Audit are set out in the Internal Audit Charter. A risk-based, three-year and one-year plan was considered and approved by the Audit and Risk Committee, as required by Treasury Regulation 27.2.6.

Management is responsible for the entity's system of internal controls. These are designed to provide management with reasonable, but not absolute, assurance as to the reliability of the financial statements, to adequately safeguard, verify and maintain accountability of assets, and prevent and detect misstatement and losses. Nothing has come to the attention of Management and the Audit and Risk Committee to indicate that there was any material breakdown in the functioning of these controls, procedures, and systems have occurred during the year under review. Where our review of the findings of the Internal Audit work revealed certain weaknesses, these were raised with the Department and management undertook corrective actions where necessary.

The Civilian Secretariat for Police Service regressed to an unqualified audit opinion with findings relating to lack of investigations into fruitless and wasteful expenditure. Management has given assurance that the matters are being addressed and this will be monitored by the Audit and Risk Committee going forward. Additional details can be found on the Accounting Officer Report on page 11-15 and the Auditor-General South Africa report on page 92-96.

Internal Audit Function

During the financial year, approximately 14 audit projects were conducted by the Internal Audit Directorate and reviewed by the Audit and Risk Committee.

We further reviewed the work of Internal Audit to ensure that it is in line with its Charter as approved by the Committee. The Internal Audit continued to provide the Committee and Management with reports and confirmation of the effectiveness of internal controls of the areas examined in their plan, based on risk assessments.

The Civilian Secretariat for Police Service has implemented anti-corruption measures to curb the frequency and magnitude of fraud and corruption. The assessment and progress thereof are reported regularly to the Committee. Furthermore, the Committee will maintain its oversight role in ensuring that any breaches of policies and other relevant legislation are subjected to consequence management.

The Auditor-General of South Africa in performing its audit relied on some work that was carried out by the Internal Audit.

The Committee is aware of the impact of the COVID-19 lockdown on the operations of the Department. It is also aware of the risks surrounding the lack of a Service Delivery Improvement Plan, Business Continuity Plan, Disaster Recovery Plan, and adequate governance documents pertaining to Strategic Partnerships. Management has given assurance that these will be prioritised. The Committee will monitor progress going forward.

Risk Management

According to section 38 (1)(a)(i) of the Public Finance Management Act (PFMA) (Act No. 1 of 1999), the Accounting Officer has to ensure that a Department “has and maintains effective, efficient and transparent systems of financial and risk management and internal control”. In accordance with section 38 of the PFMA, the Civilian Secretariat for Police Service has established systems of risk management necessary for the operations of the Department. However, the Committee observed that the Risk Management Directorate is not sufficiently staffed and further expressed concerns with management over the reporting lines of the Risk Management function. Since then, the Department has made progress in addressing the concerns raised by the Committee.

Performance Management

The Committee in fulfilling its role has ensured that:

- The Department complies and aligns itself with the statutory requirements and performance management best practices and standards;
- It reviews the quarterly performance reports and recommends actions for the Department to ensure that it addressed low performance.
- It reviews and recommends actions in respect of the findings raised by the Internal Audit Directorate on performance information.

The Auditor-General of South Africa Report

We have reviewed the implementation plan for the audit issues raised in the previous year, and we are satisfied that the Department sufficiently addressed the matters.

We further recommended the approval of the external audit engagement letter, the audit plan, and the budgeted audit fees payable and also considered whether any reportable irregularities were identified and reported.

The Committee reviewed the Interim Financial Statements (IFS) and Annual Financial Statements (AFS) prepared by the Department. It also:

- Reviewed the Annual Financial Statements before submission to the Auditor General South Africa;
- Reviewed the Report of the Auditor-General South Africa and management responses;
- Discussed significant adjustments for the audit;
- The Committee noted significant disagreements between the Auditor-General of South Africa and the Department on the following:
 - Insufficient appropriate audit evidence that disciplinary steps were taken against officials who had incurred fruitless and wasteful expenditure;
- Reviewed the audited Annual Financial Statements;
- Ensured that a meeting was arranged between the Committee and AGSA team to ensure that all issues were resolved.

Appreciation

The Audit and Risk Committee expresses its appreciation to the Executive Authority, Accounting Officer, Executive Management, Internal Audit, the Auditor-General of South Africa, and all other key role players for the effective and productive meetings for the period under review.



Mr Matsobane Matlwa

Chairperson of the Audit and Risk Committee

Civilian Secretariat for Police Service

Date: 30 September 2020

13. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

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

Has the Department applied any relevant Code of Good Practice (B-BBEE Certificate Levels 1 – 8) with regards to the following:		
Criteria	Response Yes / No	Discussion and measures have been taken to comply
Determining qualification criteria for the issuing of licenses, concessions or other authorisations in respect of economic activity in terms of any law?	No	The Department does not issue licenses or concessions.
Developing and implementing a preferential procurement policy? Determining qualification criteria for the sale of state-owned enterprises?	Yes	The Department does not have a Preferential Procurement Policy. However, preferential procurement forms an integral part of our Supply Chain Management Policy and the implementation thereof. The Department has applied the B-BBEE certificates levels 1 – 8 for allocation of preference points to qualifying suppliers for all procurement above R 30 000.00.
Developing criteria for entering into partnerships with the private sector?	No	The Department has not sold any state-owned assets.
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	No	The Department has not engaged or participated in any PPP.

PART D: HUMAN RESOURCE MANAGEMENT



I. INTRODUCTION

I.1 THE STATUS OF HUMAN RESOURCE IN THE DEPARTMENT

The status of Human Resources (HR) in the Department has improved significantly in terms of its strategic orientation and focus. The shift has been more inclined to the management of strategies and programmes that promote workforce productivity and effectiveness. Human Resources plays a pivotal role in the Department by ensuring the attraction and retention of a competent and capable workforce to assist in the realisation of its strategic mandate. Though the unit is currently under capacitated, significant strides have been made, such as reviewing the organisational structure to align it with the broader organisational strategy of the department, the review of operational policies, and the development of a Human Capital Strategy which is supported by various operational excellence strategies.

I.2 HUMAN RESOURCE PRIORITIES FOR THE YEAR UNDER REVIEW AND THE IMPACT OF THESE

- The reduction of the vacancy rate to ensure that the organisation is fully capacitated with a competent workforce in order to realise its Constitutional mandate, and to ensure compliance with the standards set by the Department of Public Service and Administration in this regard.
- The approval of the revised Human Capital Strategy, which provides a structured guideline for the activities and initiatives of the Human Resources function in order to ensure strategic alignment with the goals of the organisation. The Strategy also paves the way for improving operational efficiency in the Department.
- The alignment of the organisational structure with the strategic plan in order to respond to the strategic objectives of the Department as promulgated in the Civilian Secretariat for Police Service Act, 2011.

I.3 WORKFORCE PLANNING AND KEY STRATEGIES TO ATTRACT AND RECRUIT A SKILLED AND CAPABLE WORKFORCE

The Department has an approved HR Plan for the period 2017 - 2020. The plan outlines the existing capacity, identifies the gaps, and also provides forecasting in terms of the skills and competencies that the Department will require in order to meet its strategic objectives. Furthermore, the Recruitment and Selection Strategy has been developed, the main purpose of which is to ensure the capacitation of the Department with the necessary critical and scarce skills to support the achievement of its goals and objectives in terms of exercising effective civilian oversight over the SAPS. The purpose is to encourage good practice in the recruitment and selection process by providing direction and standardise all recruitment activities across the CSPS to prevent the appointment of incompetent personnel.

I.4 EMPLOYEE PERFORMANCE MANAGEMENT

There is currently a comprehensive performance management system in place which includes the signing of performance agreements at the beginning of each financial year. The system includes performance moderation to ensure fairness and transparency of the performance scoring process, as well as personal development plans to assist employees who do not meet their performance goals and targets, and to empower

those who would like to enhance their skills through training and development programmes. However, the performance agreements are currently not linked to organisational goals and objectives.

In order to address this gap, performance management and productivity are key elements of the Human Capital Strategy. It is crucial to instil a high performance culture by recognising exceptional performance through reward and recognition programs and interventions, as well as ensuring compliance to performance contracting and review processes through an effective Performance Management System. All employees will have defined roles, and have performance measurement and development embedded into their work. Furthermore, it is also prudent to ensure that there is a link between the strategic plan of the Department and the operational plans of the various business units, including the individual performance agreements.

I.5 EMPLOYEE WELLNESS PROGRAMMES

The Department has a dedicated employee who is responsible to handle all matters related that are related to the Health and Wellness of employees. The Department also introduced an Employee Assistance or Health Promotion Programme. Through this intervention, employees who were experiencing challenges in the workplace were provided with reasonable accommodation in a form of assisting devices, psychosocial assessment, and referrals to external stakeholders, follow up services and after care services which are rendered by the social worker. Furthermore, sports management has been introduced in the Department and employees who take part in this activity are provided with time off to enable them to participate in this activity.

The Department also has measures that are put in place to protect Human Immunodeficiency Virus (HIV)-positive employees or those perceived to be HIV-positive from discrimination in that voluntary testing is conducted by Government Employees Medical Scheme. The Department is in the process of sourcing a service provider that will provide 24 hour Health and Wellness services to all employees and their immediate family members.

I.6 ACHIEVEMENT AND CHALLENGES FACED BY THE DEPARTMENT AS WELL AS FUTURE HUMAN RESOURCE PLANS /GOALS

In terms of achievements, the Department has successfully reviewed most of its Human Resource Management Policies, and revised the Human Capital Strategy which is currently underway for approval. The challenge, however, is that the Department's organisational structure is not aligned to the Strategic Plan. It is prudent to note that the Department has made significant strides by addressing some of the misalignment through creation additional strategic posts, and that this process is on-going. Furthermore, the Department has not yet reached the target in terms of race and disability. However, strides are being made through constant engagement with the Disability Institutions and the Department of Labour in order to put disability, race and gender at the apex of the agenda. The challenge that the Department is experiencing is at Middle Management levels, whereby males are over represented, and whereas at other lower levels the distribution is acceptable. There is a fair representation of males and females at top management level, the Department is on 50% female representation on senior managers, when discounting the Head of Department.

2. HUMAN RESOURCES OVERSIGHT STATISTICS

2.1 PERSONNEL RELATED EXPENDITURE

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

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

Table 2.1.1 – Personnel expenditure by programme for the period 01 April 2019 and 31 March 2020

Programme	Total Expenditure (R'000)	Personnel Expenditure (R'000)	Training Expenditure (R'000)	Professional and Special Services (R'000)	Personnel expenditure as a percentage of total expenditure	Average personnel cost per employee (R'000)
Administration	61 844	42 011	709	0	67.93%	567.72
Intersectoral Coordination and Strategic Partnership	26 807	18 100	0	0	67.52%	1064.71
Legislation and Policy Development	20 000	15 703	0	0	78.52%	523.43
Civilian Oversight, Monitoring and Evaluation	28 783	22 183	0	0	77.07%	964.48
Total	137 434	97 997	709	R0.00	71.30%	680.53

Table 2.1.2 - Personnel costs by salary bands for the period 01 April 2019 and 31 March 2020

Salary Bands	Personnel Expenditure (R'000)	% of total personnel cost	Number of Employees	Average personnel cost per employee (R'000)
Lower skills (Levels 1-2)	872	0,89%	6	145,33
Skilled (Levels 3-5)	4 579	4,67%	18	254,39
Highly skilled production (Levels 6-8)	13 404	13,68%	34	394,24
Highly skilled supervision (Levels 9-12)	44 150	45,05%	57	774,56
Senior and Top Management (Levels 13-16)	34 992	35,71%	29	1206,62
Total	97 997	100%	144	680,53

Table 2.1.3 – Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 01 April 2019 and 31 March 2020

PROGRAMME	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as % of personnel costs	Amount (R'000)	HOA as % as personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Administration	36 655	87,25%	481	1,14%	762	1,81%	1 608	3,83%
Intersectoral Coordination and Strategic Partnerships	16 048	88,66%	158	0,87%	229	1,27%	505	2,79%
Legislation and Policy Development	14 005	89,19%	25	0,16%	155	0,99%	331	2,11%
Civilian Oversight, Monitoring and Evaluation	19 428	87,58%	137	0,62%	357	1,61%	717	3,23%
Total	86 136	87,90%	801	0,82%	1 503	1,53%	3 161	3,23%

Table 2.1.4 – Salaries, Overtime, Home Owners Allowance and Medical Aid by salary bands for the period 01 April 2019 and 31 March 2020

SALARY BAND	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as % of personnel costs	Amount (R'000)	HOA as % as personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Skilled (Levels 1-2)	766	87,84%	3	0,34%	73	8,37%	74	8,49%
Skilled (Levels 3-5)	4022	87,84%	136	2,97%	269	5,87%	458	10,00%
Highly skilled production (Levels 6-8)	11 783	87,91%	341	2,54%	527	3,93%	982	7,33%
Highly skilled supervision (Levels 9-12)	38 806	87,90%	321	0,73%	462	1,05%	1 369	3,10%
Senior Management (Levels 13- 16)	30 759	87,90%	0	0%	172	0,49%	278	0,79%
Total	86 136	87,90%	801	0,82%	1 503	1,53%	3 161	3,23%

2.2 EMPLOYMENT AND VACANCIES

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

The following tables summarise the number of posts on the establishment, the number of employees, the vacancy rate, and whether there is any staff that is additional to the establishment. The vacancy rate reflects the percentage of posts that are not filled.

This information is presented in terms of three key variables:

- Programme
- Salary band
- Critical occupations

Table 2.2.1 – Employment and vacancies by programme as on 31 March 2020

PROGRAMME	Number of posts on approved establishment	Number of posts filled	Vacancy rate	Number of employees additional to the establishment
Administration	76	73	3.95%	1
Partnership	18	17	5.56%	-
Legislation and Policy and Research	34	29	14.71%	1
Monitoring and Evaluation	26	23	11.54%	-
Total	154	142	7.79%	2

Table 2.2.2 – Employment and vacancies by salary bands as on 31 March 2020

SALARY BAND	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Lower skilled (Levels 1-2)	6	6	0%	0
Skilled (Levels 3-5)	19	18	5.26%	1
Highly skilled production (Levels 6-8)	35	33	5.71%	0
Highly skilled (Levels 9-12)	63	57	9.52%	0
Senior management (Levels 13-16)	31	28	9.68%	1
Total	154	142	7.79%	2

Table 2.2.3 – Employment and vacancies by critical occupations as on 31 March 2020

Critical Occupations	Number of posts on Approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Deputy Director General	1	1	0%	0
Chief Directors	6	6	0%	0
Directors	31	28	9.68%	1
Total	38	35	7.89%	1

2.3 FILLING OF SMS POSTS

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

Table 2.3.1 –SMS post information as on 31 March 2020

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	0	0	N/A	0	N/A
Salary level 16	0	0	N/A	0	N/A
Salary level 15	1	1	100%	0	0%
Salary level 14	6	6	100%	0	0%
Salary level 13	24	21	87,50%	3	12,50%
Total	31	28	90,32%	3	9,68%

Table 2.3.2 –SMS post information as on 30 September 2019

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General (Head of Department)	0	0	N/A	0	N/A
Salary level 16	0	0	N/A	0	N/A
Salary level 15	1	1	100%	0	0%
Salary level 14	6	5	83,33%	1	16,67%
Salary level 13	24	22	91,67%	2	8,33%
Total	31	28	90,32%	3	9,68%

Table 2.3.3 –Advertising and filling of SMS posts for the period 01 April 2019 and 31 March 2020

SMS LEVEL	Advertising	Filling of posts	
	Number of vacancies per level advertised in 6 months of becoming vacant	Number of vacancies per level filled in 6 months of becoming vacant	Number of vacancies per level not filled in 6 months but filled in 12 months
Director-General/ Head of Department	0	0	0
Salary Level 16	0	0	0
Salary Level 15	0	0	0
Salary Level 14	1	1	0
Salary Level 13	3	1	1
Total	4	2	1

Table 2.3.4 –Reasons for not having complied with the filling of funded vacant SMS - Advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2019 and 31 March 2020

Reasons for vacancies not advertised within six months
N/A

Reasons for vacancies not filled within twelve months
N/A

Table 2.3.5 –Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months for the period 01 April 2019 and 31 March 2020

Reasons for vacancies not advertised within six months
N/A
Reasons for vacancies not filled within six months
Non availability of the Selection Committee members

2.4 JOB EVALUATION

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

Table 2.4.1 – Job Evaluation by Salary band for the period 01 April 2019 and 31 March 2020

SALARY BAND	Number of posts on approved establishment	Number of jobs evaluated	% of Posts evaluated by salary bands	Posts upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Lower skilled (Levels 1-2)	5	0	0%	0	0%	0	0%
Skilled (Levels 3-5)	22	2	9.09%	0	0%	0	0%
Highly skilled Production (Levels 6-8)	34	4	11.76%	2	50%	0	0%
Highly skilled Supervision (Levels 9-12)	62	3	4.84%	0	0%	0	0%
Senior Management Service Band A (13)	24	1	4.17%	0	0%	0	0%
Senior Management Service Band B (14)	6	0	0%	0	0%	0	0%
Senior Management Service Band C (15)	1	0	0%	0	0%	0	0%
Senior Management Service Band D (16)	0	0	N/A	0	N/A	0	N/A
Total	154	10	6,49%	2	20%	0	0%

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

Table 2.4.2 – Profile of employees whose salary positions were upgraded due to their posts being upgraded for the period 01 April 2019 and 31 March 2020

Gender	African	Asian	Coloured	White	Total
Employees whose salary positions were upgraded due to their posts being upgraded					None

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

Table 2.4.3 – Employees with salary levels higher than those determined by job evaluation by occupation for the period 01 April 2019 and 31 March 2020

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Deputy Director	1	10	12	The post that was vacant in the Department was at a salary level 10, and the incumbent was already on salary level 12. As a result, the Department had to transfer the incumbent out of adjustment.
Total Number of employees whose salaries exceeded the level determined by job evaluation				1
Percentage of total employed				0.70%

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

Table 2.4.4 – Profile of employees who have salary levels higher than those determined by job evaluation for the period 01 April 2019 and 31 March 2020

Gender	African	Asian	Coloured	White	Total
Male	1	0	0	0	1
Female	0	0	0	0	0
Total number of employees whose salaries exceeded the grades determined by job evaluation					1

2.5 EMPLOYMENT CHANGES

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

Table 2.5.1 – Annual turnover rates by salary band for the period 01 April 2019 and 31 March 2020

SALARY BAND	Number of employees at beginning of period 01 April 2019	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate
Lower skilled (Levels 1-2)	6	1	0	0%
Skilled (Levels 3-5)	16	2	0	0%
Highly skilled Production (Levels 6-8)	32	2	1	3.13%
Highly skilled Supervision (Levels 9-12)	56	4	3	5.36%
Senior management Band A (L13)	23	1	2	8.70%
Senior management Band B (L14)	5	1	0	0%
Senior management Band C (L15)	1	0	0	0%
Senior management Band D (L16)	0	0	0	0%
Contracts	13	1	11	85%
Total	151	12	17	11,18%

Table 2.5.2 – Annual turnover rates by critical occupation for the period 01 April 2019 and 31 March 2020

CRITICAL OCCUPATION	Number of employees at beginning of period 01 April 2019	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate
Senior management Band A (L13)	23	1	2	8.70%
Senior management Band B (L14)	5	1	0	0%
Senior management Band C (L15)	1	0	0	0%
Senior management Band D (L16)	0	0	0	0%
Total	29	2	2	6,90%

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

Table 2.5.3– Reasons why staff are leaving the Department for the period 01 April 2019 and 31 March 2020

TERMINATION TYPE	Number	% of Total resignations
Death	0	0%
Resignation	3	15%
Expiry of contract	11	55%
Dismissal – operational changes	0	0%
Dismissal – misconduct	0	0%
Dismissal – inefficiency	0	0%
Discharged due to ill-health	0	0%
Retirement	3	15%
Transfers to other Public Service Departments	3	15%
Other	0	N/A
Total	20	100%
Total number of employees who left as a % of total employment		13%

Table 2.5.4 – Promotions by critical occupation for the period 01 April 2019 and 31 March 2020

OCCUPATION	Employees 01 April 2019	Promotion to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Senior Management	29	0	0%	19	65.52%
Specialists	1	0	0%	0	0%
Total	30	0	0%	19	63.33%

Table 2.5.5 – Promotions by salary band for the period 01 April 2019 and 31 March 2020

SALARY BAND	Employees 01 April 2019	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
Lower skilled (Levels 1-2)	6	0	0%	6	100%
Skilled (Levels 3-5)	16	3	18,75%	12	75%
Highly skilled production (Levels 6-8)	32	1	3%	17	53.13%
Highly skilled supervision (Levels 9-12)	56	1	1,79%	45	80.36%
Senior Management (Level 13-16)	29	0	0%	19	65.5%
Total	139	5	3.60%	99	71.22%

2.6 EMPLOYMENT EQUITY

Table 2.6.1–Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2020

OCCUPATIONAL CATEGORY	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	12	2	0	1	12	1	1	0	29
Professionals	22	0	0	1	32	1	0	0	56
Technicians and associate professionals	5	0	0	0	6	0	0	1	12
Clerks	7	0	0	0	7	0	0	0	14
Service and sales workers	4	0	0	0	4	0	0	0	8
Skilled agriculture and fishery workers	4	0	0	0	6	0	0	0	10
Craft and related trades workers	3	0	0	0	0	0	0	0	3
Plant and machine operators and assemblers	5	0	0	0	0	0	0	0	5
Elementary occupations	0	0	0	0	5	0	0	0	5
Total	62	2	0	2	72	2	1	1	142
Employees with disabilities	1	0	0	0	0	0	0	0	1

Table 2.6.2 – Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2020

OCCUPATIONAL BAND	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	4	0	0	0	1	1	1	0	7
Senior Management	8	2	0	1	11	0	0	0	22
Professionally qualified and experienced specialists and mid-management	22	0	0	1	32	1	0	0	56
Skilled technical and academically qualified workers, Junior management, supervisors, foreman and superintendents	16	0	0	0	17	0	0	1	34
Semi-skilled and discretionary decision making	12	0	0	0	6	0	0	0	18
Unskilled and defined decision making	0	0	0	0	5	0	0	0	5
Total	62	2	0	2	72	2	1	1	142

Table 2.6.3 – Recruitment for the period 01 April 2019 to 31 March 2020

OCCUPATIONAL BAND	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	1	0	0	0	1
Senior Management	0	0	0	0	1	0	0	0	1
Professionally qualified and Experienced specialists and mid-management	2	0	0	0	5	0	0	0	7
Skilled technical and academically qualified workers, Junior management, supervisors, foreman and superintendents	2	0	0	0	1	0	0	0	3
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	1	0	0	0	1
Total	4	0	0	0	9	0	0	0	13
Employees with Disabilities	0	0	0	0	0	0	0	0	0

Table 2.6.4 – Promotions for the period 01 April 2019 to 31 March 2020

OCCUPATIONAL BAND	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and Experienced specialists and mid-management	0	0	0	0	1	0	0	0	1
Skilled technical and academically qualified workers, Junior management, supervisors, foreman and superintendents	1	0	0	0	0	0	0	0	1
Semi-skilled and discretionary decision making	1	0	0	0	1	0	0	0	2
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	2	0	0	0	2	0	0	0	4
Employees with Disabilities	0	0	0	0	0	0	0	0	0

Table 2.6.5 – Terminations for the period 01 April 2019 to 31 March 2020

OCCUPATIONAL BAND	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	1	1	0	0	1	0	0	0	3
Professionally qualified and Experienced specialists and mid-management	0	0	0	0	3	0	0	0	3
Skilled technical and academically qualified workers, Junior management, supervisors, foreman and superintendents	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	1	1	0	0	4	0	0	0	6
Employees with Disabilities	0	0	0	0	0	0	0	0	0

Table 2.6.6 – Disciplinary action for the period 01 April 2019 to 31 March 2020

DISCIPLINARY ACTION	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Formal disciplinary process (Failure to follow reasonable and lawful instruction)	1	0	0	0	0	0	0	0	1
Formal disciplinary process Gross insubordination and Dereliction of duties)	1	0	0	0	0	0	0	0	1

Table 2.6.7 – Skills development for the period 01 April 2019 to 31 March 2020

OCCUPATIONAL CATEGORY	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	4	0	1	0	8	0	1	0	14
Professionals	1	0	0	1	13	0	1	0	16
Technicians and associate professionals	6	0	0	0	8	0	0	0	14
Clerks	5	0	0	0	4	0	0	0	9
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	0	0	0	0	0	0	0	0	0
Total	16	0	1	1	33	0	2	0	53
Employees with disabilities	0	0	0	0	0	0	0	0	0

2.7 SIGNING OF PERFORMANCE AGREEMENTS BY SMS MEMBERS

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

Table 2.7.1 – Signing of Performance Agreements by SMS members as on 31 May 2019

SMS LEVEL	Total number of funded SMS posts	Total number of SMS members	Total number of Signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General/Head of Department	1	1	1	100%
Salary Level 16	0	0	0	N/A
Salary Level 15	0	0	0	N/A
Salary Level 14	6	5	5	100%
Salary Level 13	23	23	23	100%
Total	29	29	29	100%

Table 2.7.2 – Reasons for not having concluded Performance agreements for all SMS members as on 31 May 2019

REASONS
N/A

2.8 PERFORMANCE REWARDS

To encourage good performance, the Department has granted the following performance rewards during the year under review.

Table 2.8.1 – Performance Rewards by race, gender and disability for the period 01 April 2019 to 31 March 2020

RACE AND GENDER	Beneficiary profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African	53	135	39.26%	638.83	12.05
Male	23	62	37.10%	348.73	15.16
Female	30	73	41.10%	290.10	9.67
Asian	N/A	1	0%	0	0
Male	0	0	N/A	0	N/A
Female	0	1	0%	0	0
Coloured	0	3	0%	0	0
Male	0	1	0%	0	0
Female	0	2	0%	0	0
White	1	3	33.33%	54.07	54.07
Male	1	2	50%	54.07	54.07
Female	0	1	0%	0	0
Total	54	142	38.03%	692.90	12.83

Table 2.8.2 – Performance Rewards by salary band for personnel below Senior Management Service for the period 01 April 2019 to 31 March 2020

SALARY BAND	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	3	6	50%	7.42	2.47	0,85%
Skilled (level 3-5)	7	18	38.89%	31.13	4.45	0,68%
Highly skilled production (level 6-8)	16	33	48.48%	104.07	6.50	0,78%
Highly skilled supervision (9-12)	23	57	40.35%	380.22	16.53	0,86%
Total	49	114	42.98%	522.84	10.67	0,83%

Table 2.8.3 – Performance Rewards by critical occupation for the period 01 April 2019 to 31 March 2020

CRITICAL OCCUPATION	Beneficiary profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total cost (R'000)	Average cost per employee
Senior Management	5	19	26,32%	692.91	138.58
Specialists	0	1	0%	0	0
Total	5	20	25%	692.91	138.58

Table 2.8.4 – Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 01 April 2019 to 31 March 2020

SALARY BAND	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total cost (R'000)	Average cost per employee	
Band A Level 13	5	21	23.80	170.05	34 010	-
Band B Level 14	0	6	0%	0	0	-
Band C Level 15	0	1	0%	0	0	-
Band D Level 16	0	0	N/A	0	N/A	-
Total	5	28	17.86%	170.05	34 010	-

2.9 FOREIGN WORKERS

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

Table 2.9.1 – Foreign workers by salary band for the period 01 April 2019 and 31 March 2020

SALARY BAND	01 April 2019		31 March 2020		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	0	N/A	0	N/A	0	N/A
Highly skilled production (Level 6-8)	0	N/A	0	N/A	0	N/A
Highly skilled supervision (Level 9-12)	0	N/A	0	N/A	0	N/A
Contract (Level 9-12)	0	N/A	0	N/A	0	N/A
Total	0	N/A	0	N/A	0	N/A

Table 2.9.2 – Foreign workers by major occupation for the period 01 April 2019 and 31 March 2020

MAJOR OCCUPATION	01 April 2019		31 March 2020		Change	
	Number	% of total	Number	% of total	Number	% Change
None	0	N/A	0	N/A	0	N/A
Total	0	N/A	0	N/A	0	N/A

2.10 LEAVE UTILISATION

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

Table 2.10.1 –Sick leave for the period 01 January 2019 to 31 December 2019

SALARY BAND	Total days	% Days with medical certification	Number of employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated cost (R'000)
Lower skilled (levels 1-2)	40	75.00%	4	3%	10.00	22
Skilled (levels 3-5)	158	89.80%	22	15%	7.18	131
Highly skilled production (levels 6-8)	400	80.70%	34	24%	11.76	570
Highly skilled supervision (levels 9-12)	508	80.80%	54	38%	9.41	1395
Top and Senior management (13-16)	306	87.40%	28	20%	10.93	1255
Total	1412	82.50%	142	100%	9.94	3373

Table 2.10.2 –Disability leave (temporary and permanent) for the period 01 January 2019 to 31 December 2019

SALARY BAND	Total days	% Days with medical certification	Number of employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated cost (R'000)
Lower skilled (levels 1-2)	0	0	0	0	0	0
Skilled (levels 3-5)	0	0	0	0	0	0
Highly skilled production (levels 6-8)	24	100%	2	66.70%	12	40
Highly skilled supervision (levels 9-12)	34	100%	1	33.30%	34	84
Total	58	100%	3	100%	19	124

The table below summarises the utilisation of annual leave. The wage agreement concluded with trade unions in the Public Service Co-ordinating Bargaining Council (PSCBC) in 2000 requires management of annual leave to prevent high levels of accrued leave being paid at the time of termination of service.

Table 2.10.3 – Annual Leave for the period 01 January 2019 to 31 December 2019

SALARY BAND	Total days taken	Number of employees using annual leave	Average per employee
Lower skilled (levels 1-2)	130	6	21.67
Skilled (levels 3-5)	422	30	14.07
Highly skilled production (levels 6-8)	816	37	22.05
Highly skilled supervision (levels 9-12)	1421	62	22.92
Senior management (13-16)	821	32	25.66
Total	3610	167	21.62

Table 2.10.4 – Capped leave for the period 01 January 2019 to 31 December 2019

SALARY BAND	Total days of capped leave taken	Number of employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 2020
Lower skilled (levels 1-2)	0	0	0	0
Skilled (levels 3-5)	0	0	0	0
Highly skilled production (levels 6-8)	0	0	0	0
Highly skilled supervision (levels 9-12)	0	0	0	0
Senior management (13-16)	0	0	0	0
Total	0	0	0	0

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

Table 2.10.5 – Leave payouts for the period 01 April 2019 and 31 March 2020

REASON	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2019/20 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payouts on termination of service for 2019/20	70	2	35
Current leave payout on termination of service for 2019/20	207	5	41
Total	277	7	40

2.11 HIV/AIDS AND HEALTH PROMOTION PROGRAMMES

Table 2.11.1 – Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV and related diseases (if any)	Key steps taken to reduce the risk
<ul style="list-style-type: none"> ➤ Youth ➤ Women ➤ Unmarried ➤ Homosexual ➤ Low income earners employees ➤ Interns or learners ➤ Field workers ➤ People with Disability (Psychiatric patients) 	<ul style="list-style-type: none"> ➤ Distribution of condoms in restrooms ➤ National Department of Health ➤ Awareness campaigns on HIV and Acquired immunodeficiency syndrome (AIDS) were held ➤ Condom demonstration sessions were held ➤ Education sessions on Antiretroviral were held ➤ Conducted quarterly HIV/AIDS screening ➤ Implemented HIV Peer Education Programme ➤ Conducted sports management workshops ➤ Established a health support group ➤ Established a Lifestyle Management Programme

Table 2.11.2 – Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Question	YES	NO	Details, if yes
1. Has the Department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulation, 2001? If so, provide her/his name and position.	X		Mr MS Mahlatjie – Director : Human Resource Development (HRD) and Employee Relations
2. Does the Department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	X		The Department has appointed an Assistant Director: Employee Health, who is a registered Social Worker

Question	YES	NO	Details, if yes
3. Has the Department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/ services of this Programme.	X		<p>There following were implemented:</p> <ul style="list-style-type: none"> ➤ Employee Assistance Programme (EAP) supervisory training ➤ Psychosocial assessment, intervention, referrals to external stakeholders, follow up services and after care services which are rendered by the social worker ➤ Implementation of the Pro Active programmes ➤ Implementation of the Marketing Wellness programmes ➤ Case management ➤ Stakeholder involvement ➤ Established of support groups ➤ Assistive devices are provided to employees ➤ Introduction of sports management programmes
4. Has the Department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter I of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	X		<ul style="list-style-type: none"> ➤ Mr S Seluka (Director; Information and Communications Technology (ICT) and Auxiliary Services ➤ Mr. M Makaota (Admin Officer:Auxiliary ➤ Ms M Raseona - Assistant Director (ASD): Employee Health and Wellness (EHW) ➤ Mr. J Tshebesebe (Clerk – Finance) ➤ Mr. Rr Van Huyssteen (Labour Representative) ➤ Mr S Mahlangu (Deputy Director - Risk Management ➤ Mr. C Mahlalgane (Security Officer) ➤ Mr J Mohlala (Security Officer) ➤ Mr. S Tlhako (Security Officer) ➤ Ms. C Buthelezi (ASD : Knowledge)
5. Has the Department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	X		<ul style="list-style-type: none"> ➤ Working Hours Policy ➤ Special Leave Policy ➤ Recruitment and Selection policy
6. Has the Department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	X		Implementation of a Disease Management Programme

Question	YES	NO	Details, if yes
7. Does the Department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have you achieved.	X		The Department conducts Health Screening every quarter, which includes Voluntary Testing and Counselling (VCT). Employees who participated in the screening were provided with fruit hampers, which resulted in 32% of employees taking part in the screenings.
8. Has the Department developed measures/ indicators to monitor and evaluate the impact of its health promotion programme? If so, list these measures/indicators.	X		The Department had intensified it's hosting of World AIDS Day and encouraged a healthy lifestyle among employees through the establishment of a Sports Programme Health and Wellness.

2.12 LABOUR RELATIONS

Table 2.12.1 – Collective agreements for the period 01 April 2019 and 31 March 2020

Total number of Collective agreements	None
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The following table summarises the outcome of disciplinary hearings conducted within the Department for the year under review.

Table 2.12.2 – Misconduct and disciplinary hearings finalised for the period 01 April 2019 and 31 March 2020

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

Table 2.12.3 –Types of misconduct addressed at disciplinary hearings for the period 01 April 2019 and 31 March 2020

Type of misconduct	Number	% of total
Failure to follow reasonable and lawful instruction	1	50%
Gross insubordination and Dereliction of duties	1	50%
Total	2	100%

Table 2.12.4 – Grievances logged for the period 01 April 2019 and 31 March 2020

Grievances	Number	% of total
Number of grievances resolved	9	90%
Number of grievances not resolved	1	10%
Total number of grievances lodged	10	100%

Table 2.12.5 – Disputes logged with Councils for the period 01 April 2019 and 31 March 2020

Disputes	Number	% of total
Number of disputes upheld	1	50%
Number of disputes dismissed	1	50%
Total number of disputes lodged	2	100%

Table 2.12.6 –Strike actions for the period 01 April 2019 and 31 March 2020

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

Table 2.12.7 – Precautionary suspensions for the period 01 April 2019 and 31 March 2020

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

2.13 SKILLS DEVELOPMENT

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

Table 2.13.1 – Training needs identified for the period 01 April 2019 and 31 March 2020

Occupational category	Gender	Number of employees as at 01 April 2019	Training needs identified at start of the reporting period			
			Learnerships	Skills programmes and other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	25	0	29	4	33
	Male	26	0	24	6	30
Professionals	Female	21	0	19	10	29
	Male	10	0	18	6	24
Technicians and associate professionals	Female	17	0	15	3	18
	Male	14	0	8	3	11
Clerks	Female	8	0	19	0	19
	Male	8	0	12	0	12
Service and sales workers	Female	3	0	3	0	3
	Male	3	0	3	0	3
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	4	0	3	0	3
	Male	5	0	3	0	3
Sub-total	Female	78	0	88	17	105
	Male	66	0	68	15	83
Total		144	0	156	32	188

Table 2.13.2 – Training provided for the period 01 April 2019 and 31 March 2020

Occupational category	Gender	Number of employees as at 01 April 2019	Training provided within the reporting period			
			Learnerships	Skills programmes and other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	25	0	4	5	9
	Male	26	0	4	3	7
Professionals	Female	21	0	4	2	6
	Male	10	0	3	2	5
Technicians and associate professionals	Female	17	0	8	0	8
	Male	14	0	6	0	6
Clerks	Female	8	0	4	2	6
	Male	8	0	5	0	5
Service and sales workers	Female	3	0	0	1	1
	Male	3	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	4	0	0	0	0
	Male	5	0	0	0	0
Sub-Total	Female	78	0	20	10	30
	Male	66	0	18	5	23
Total		144	0	38	15	53

2.14 INJURY ON DUTY

The following tables provide basic information on injury on duty.

Table 2.14.1 – Injury on duty for the period 01 April 2019 and 31 March 2020

Nature of injury on duty	Number	% of total
Required basic medical attention only	N/A	N/A
Temporary total disablement	N/A	N/A
Permanent disablement	N/A	N/A
Fatal	N/A	N/A
Total	N/A	N/A

2.15 UTILISATION OF CONSULTANTS

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

In terms of the Public Service Regulations “consultant’ means a natural or juristic person or a partnership who or which provides in terms of a specific contract on an ad hoc basis any of the following professional services to a Department against remuneration received from any source:

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

Table 2.15.1 – Report on consultant appointments using appropriated funds for the period 01 April 2019 and 31 March 2020

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
Review of Annual Financial Statement (ALTIMAX (PTY) LTD)	3	6 days	R 103 500.00
Partnership Strategy (Zapparrata Gering CCT/A Michael Gering and Associates)	3	6 Months	R 569 710.00
Facilitation of Strategic Planning Session (SANCHAA' Connection)	3	12 days	R 47 150.00

Total number of projects	Total individual consultants	Total duration work days	Total contract value in Rand
3	9	6 months and 18 days	R 720 360.00

Table 2.15.2 – Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 01 April 2019 and 31 March 2020

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
Review of Annual Financial Statement (ALTIMAX (PTY) LTD)	51	51	0
Partnership Strategy (ZAPPARRATA Gering CCT/A Michael Gering and Associates)	0	0	2
Facilitation of Strategic Planning Session (SANCHAA' Connection)	100	100	3

Table 2.15.3 – Report on consultant appointments using Donor funds for the period 01 April 2019 and 31 March 2020

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

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

Table 2.15.4 – Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 01 April 2019 and 31 March 2020

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

2.16 SEVERANCE PACKAGES

Table 2.16.1 – Granting of employee initiated severance packages for the period 01 April 2019 and 31 March 2020

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

PART E: FINANCIAL INFORMATION



3. REPORT OF THE AUDITOR GENERAL

Report of the Auditor-General to Parliament on Vote No. 23: Department of Civilian Secretariat for Police Service

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Department of Civilian Secretariat for Police Service set out on pages 97 to 168, which comprise the appropriation statement, statement of financial position as at 31 March 2020, statement of financial performance, statement of changes in net assets and cash flow statement for the year then ended, as well as the notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Department of Civilian Secretariat for Police as at 31 March 2020, and its financial performance and cash flows for the year then ended in accordance with Modified Cash Standard (MCS) and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA).

Basis for opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the auditor-general's responsibilities for the audit of the financial statements section of this auditor's report.
4. I am independent of the department in accordance with sections 290 and 291 of the Code of ethics for professional accountants and parts 1 and 3 of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA codes) as well as the 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 codes.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of matter

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

Material underspending of the vote by the department

14. As disclosed in the appropriation statement, the department materially underspent the budget by R2 199 000 on programme 1 and R2 949 000 on programme 4.

Responsibilities of the accounting officer for the financial statements

7. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the MCS and the requirements of the PFMA, and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
8. In preparing the financial statements, the accounting officer is responsible for assessing the department's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the department or to cease operations, or has no realistic alternative but to do so.

Auditor-general's responsibilities for the audit of the financial statements

9. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
10. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report.

Report on the audit of the annual performance report

Introduction and scope

11. In accordance with the Public Audit Act of South Africa 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof, I have a responsibility to report on the usefulness and reliability of the reported performance information against predetermined objectives for the selected programme presented in the annual performance report. I performed procedures to identify material findings but not to gather evidence to express assurance.
12. My procedures address the usefulness and reliability of the reported performance information, which must be based on the approved performance planning documents of the department. I have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. My procedures do not examine whether the actions taken by the department enabled service delivery. My procedures also do not extend to any disclosures or assertions relating to planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, my findings do not extend to these matters.

13. I evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected programme presented in the annual performance report of the department for the year ended 31 March 2020:

Programmes	Pages in the annual performance report
Programme 4 – Civilian Oversight, Monitoring and Evaluation	39 – 42

14. I performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents. I performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.

15. I did not identify any material findings on the usefulness and reliability of the reported performance information for this programme: Civilian oversight, monitoring and evaluation.

Other matter

16. I draw attention to the matter below.

Achievement of planned targets

17. Refer to the annual performance report on pages 30 to 42 for information on the achievement of planned targets for the year and explanations provided for the under-/overachievement of a number of targets

Report on the audit of compliance with legislation

Introduction and scope

18. In accordance with the PAA and the general notice issued in terms thereof, I have a responsibility to report material findings on the department's compliance with specific matters in key legislation. I performed procedures to identify findings but not to gather evidence to express assurance.

19. The material finding on compliance with specific matters in key legislation is as follows:

Consequence management

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

Other information

21. The accounting officer is responsible for the other information. The other information comprises the information included in the annual report which includes the audit committee's report. The other information does not include the financial statements, the auditor's report and the selected programme presented in the annual performance report that has been specifically reported in this auditor's report.
22. My opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and I do not express an audit opinion or any form of assurance conclusion thereon.
23. In connection with my audit, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and the selected programmes presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
24. If based on the work I have performed, I conclude that there is a material misstatement in this other information, I am required to report that fact. I have nothing to report in this regard.

Internal control deficiencies

25. I considered internal control relevant to my audit of the financial statements, reported performance information and compliance with applicable legislation; however, my objective was not to express any form of assurance on it. The matters reported below are limited to the significant internal control deficiencies that resulted in the basis for the opinion, the findings on the annual performance report and the findings on compliance with legislation included in this report.
26. The leadership did not conduct investigations relating to fruitless and wasteful expenditure, resulting in a lack of consequence management.

Auditor-General

Pretoria

30 September 2020



AUDITOR-GENERAL
SOUTH AFRICA

Auditing to build public confidence

Annexure – Auditor-general’s responsibility for the audit

1. As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected programmes and on the department’s compliance with respect to the selected subject matters.

Financial statements

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

Communication with those charged with governance

3. 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.
4. I also confirm to the accounting officer that I have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to have a bearing on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.

APPROPRIATION STATEMENT

for the year ended 31 March 2020

4. ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

Programme	Appropriation per programme									
	2019/20					2018/19				
	Adjusted Appropriation R'000	Shifting of Funds R'000	Virement R'000	Final Appropriation R'000	Actual Expenditure R'000	Variance R'000	Expenditure as % of final appropriation %	Final Appropriation R'000	Actual Expenditure R'000	
1. Administration	63 783	-	260	64 043	61 844	2 199	96.6%	54 437	53 072	
2. Intersectoral Coordination and Strategic Partnerships	24 871	-	2 237	27 108	26 807	301	98.9%	24 345	21 976	
3. Legislation and Policy Development	21 943	-	(1 775)	20 168	20 000	168	99.2%	21 392	20 386	
4. Civilian Oversight, Monitoring and Evaluations	32 454	-	(722)	31 732	28 783	2 949	90.7%	31 045	28 430	
TOTAL	143 051	-	-	143 051	137 434	5 617	96.1%	131 219	123 864	
Reconciliation with Statement of Financial Performance										
Add:										
Departmental receipts				71				196		
NRF Receipts				-				-		
Aid assistance				-				-		
Actual amounts per Statement of Financial Performance (Total Revenue)				143 122				131 415		
Add: Aid assistance				-				-		
Prior year unauthorised expenditure approved without funding				-				-		
Actual amounts per Statement of Financial Performance Expenditure					137 434				123 864	

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Appropriation per economic classification									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	140 911	-	(226)	140 685	135 472	5 213	96.3%	129 365	122 758
Compensation of employees	101 023	-	(197)	100 826	97 997	2 829	97.2%	97 433	91 446
Salaries and wages	88 668	136	(160)	88 644	86 135	2 509	97.2%	85 882	80 451
Social contributions	12 355	(136)	(37)	12 182	11 862	320	97.4%	11 551	10 995
Goods and services	39 888	-	(29)	39 859	37 475	2 384	94.0%	31 932	31 312
Administrative fees	51	128	-	179	171	8	95.5%	41	37
Advertising	1 300	3	-	1 303	922	381	70.8%	876	875
Minor assets	405	(156)	(2)	247	183	64	74.1%	62	59
Audit costs: External	3 000	(640)	(92)	2 268	2 268	-	100.0%	2 211	2 210
Bursaries: Employees	400	(219)	-	181	181	-	100.0%	628	627
Catering: Departmental activities	1 683	(287)	(121)	1 275	1 152	123	90.4%	476	405
Communication (G&S)	1 934	(203)	(130)	1 601	1 491	110	93.1%	1 415	1 414
Computer services	10 238	(2 119)	(247)	7 872	7 846	26	99.7%	8 353	8 352
Consultants: Business and advisory services	1 274	202	(154)	1 322	1 260	62	95.3%	822	624
Legal services	-	215	-	215	213	2	99.1%	-	-
Contractors	291	(164)	-	127	80	47	63.0%	63	17
Fleet services (including government motor transport)	274	273	(40)	507	502	5	99.0%	580	562
Consumable supplies	218	119	-	337	327	10	97.0%	263	262
Consumable: Stationery printing and office supplies	1 541	(280)	(44)	1 217	1 181	36	97.0%	1 685	1 683
Operating leases	4 557	1 299	-	5 856	5 127	729	87.6%	901	891

APPROPRIATION STATEMENT

for the year ended 31 March 2020

		Appropriation per economic classification									
		2019/20					2018/19				
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure		
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000	
Property payments	-	50	-	50	50	-	100.0%	-	-	-	
Transport provided:	-	-	-	-	-	-	-	4	-	-	
Departmental activity	-	-	-	-	-	-	-	11 276	11 036	11 036	
Travel and subsistence	10 611	963	807	12 381	11 816	565	95.4%	11 276	11 036	11 036	
Training and development	555	(5)	-	550	528	22	96.0%	805	790	790	
Operating payments	545	687	-	1 232	1 059	173	86.0%	653	650	650	
Venues and facilities	1 011	124	(6)	1 129	1 109	20	98.2%	818	818	818	
Rental and hiring	-	10	-	10	9	1	90.0%	-	-	-	
Transfers and subsidies	413	-	199	612	597	15	97.5%	201	127	127	
Provinces and municipalities	6	-	2	8	6	2	75.0%	6	6	6	
Municipalities	6	-	2	8	6	2	75.0%	6	6	6	
Municipal bank accounts	6	-	2	8	6	2	75.0%	6	6	6	
Departmental agencies and accounts	189	-	-	189	189	-	100.0%	176	102	102	
Departmental agencies (non-business entities)	189	-	-	189	189	-	100.0%	176	102	102	
Households	218	-	197	415	402	13	96.9%	19	19	19	
Social benefits	-	-	38	38	37	1	97.4%	19	19	19	
Other transfers to households	218	-	159	377	365	12	96.8%	-	-	-	
Payments for capital assets	1 727	-	-	1 727	1 339	388	77.5%	1 653	979	979	

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Appropriation per economic classification									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	1 425	240	62	1 727	1 339	388	77.5%	1 520	905
Transport equipment	-	114	446	560	559	1	99.8%	-	-
Other machinery and equipment	1 425	126	(384)	1 167	780	387	66.8%	1 520	905
Software and other intangible assets	302	(240)	(62)	-	-	-	-	133	74
Payment for financial assets	-	-	27	27	26	1	96.3%	-	-
TOTAL	143 051	-	-	143 051	137 434	5 617	96.1%	131 219	123 864

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 1: Administration									
2019/20									
Sub programme	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Total	63 783	-	260	64 043	61 844	2 199	96.6%	54 437	53 072
Sub programme									
1. Department Management	11 853	(231)	(192)	11 430	10 401	1 029	91.0%	9 952	9 646
2. Corporate Services	23 852	(690)	6	23 168	22 757	411	98.2%	22 631	21 932
3. Finance Administration	18 352	506	446	19 304	19 298	6	100.0%	17 065	17 049
4. Office Accommodation	4 557	1 349	-	5 906	5 177	729	87.7%	891	891
5. Internal Audit	5 169	(934)	-	4 235	4 211	24	99.4%	3 898	3 554
Economic classification									
Current payments	62 744	-	(384)	62 360	60 176	2 184	96.5%	53 531	52 241
Compensation of employees	43 036	-	(357)	42 679	42 011	668	98.4%	40 670	39 491
Salaries and wages	37 532	8	(325)	37 215	36 654	561	98.5%	35 537	34 516
Social contributions	5 504	(8)	(32)	5 464	5 357	107	98.0%	5 133	4 975
Goods and services	19 708	-	(27)	19 681	18 165	1 516	92.3%	12 861	12 750
Administrative fees	37	23	-	60	56	4	93.3%	28	26
Advertising	60	829	-	889	519	370	58.4%	111	111
Minor assets	170	(50)	-	120	119	1	99.2%	50	50
Audit costs: External	1 500	(32)	-	1 468	1 468	-	100.0%	1 131	1 130
Bursaries: Employees	400	(219)	-	181	181	-	100.0%	233	232
Catering: Departmental activities	217	58	-	275	162	113	58.9%	54	54
Communication (G&S)	889	(51)	-	838	767	71	91.5%	740	740
Computer services	6 538	(2 061)	-	4 477	4 472	5	99.9%	5 425	5 425

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 1 : Administration									
2019/20									
Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure	2018/19
R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
900	(319)	-	581	578	3	99.5%	443	443	443
Consultants: Business and advisory services									
Legal services	15	-	15	15	-	100.0%	-	-	-
Contractors	48	-	48	47	1	97.9%	37	11	11
Fleet services (including government motor transport)	176	-	270	269	1	99.6%	101	83	83
Consumable supplies	59	-	188	186	2	98.9%	189	189	189
Consumable: Stationery printing and office supplies	(120)	-	535	526	9	98.3%	526	526	526
Operating leases	1 299	-	5 856	5 127	729	87.6%	891	891	891
Property payments	50	-	50	50	-	100.0%	-	-	-
Travel and subsistence	(60)	(27)	2 421	2 252	169	93.0%	1 656	1 599	1 599
Training and development	(5)	-	529	528	1	99.8%	523	520	520
Operating payments	92	-	264	234	30	88.6%	230	227	227
Venues and facilities	268	-	616	609	7	98.9%	493	493	493
Interest and rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	-	171	477	464	13	97.3%	180	106	106
Provinces and municipalities	-	-	6	5	1	83.3%	4	4	4
Municipalities	-	-	6	5	1	83.3%	4	4	4
Municipal bank accounts	-	-	6	5	1	83.3%	4	4	4
Departmental agencies and accounts	-	-	189	189	-	100.0%	176	102	102

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 1 : Administration									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Departmental agencies (non-business entities)	189	-	-	189	189	-	100.0%	176	102
Households	111	-	171	282	270	12	95.7%	-	-
Social benefits	-	-	38	38	37	1	97.4%	-	-
Other transfers to households	111	-	133	244	233	11	95.5%	-	-
Payments for capital assets	733	-	446	1 179	1 178	1	99.9%	726	725
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	493	240	446	1 179	1 178	1	99.9%	652	651
Transport equipment	-	114	446	560	559	1	99.8%	-	-
Other machinery and equipment	493	126	-	619	619	-	100.0%	652	651
Software and other intangible assets	240	(240)	-	-	-	-	-	74	74
Payment for financial assets	-	-	27	27	26	1	96.3%	-	-
TOTAL	63 783	-	260	64 043	61 844	2 199	96.6%	54 437	53 072

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 1.1: Department Management									
2019/20									
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	11 635	(290)	(325)	11 020	10 002	1 018	90.8%	9 932	9 627
Compensation of employees	8 953	(290)	(325)	8 338	7704	634	92.4%	7 940	7 722
Goods and services	2 682	-	-	2 682	2 298	384	85.7%	1 992	1 905
Transfers and subsidies	111	-	133	244	233	11	95.5%	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	111	-	133	244	233	11	95.5%	-	-
Payments for capital assets	107	59	-	166	166	-	100.0%	20	19
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	107	59	-	166	166	-	100.0%	20	19
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Total	11 853	(231)	(192)	11 430	10 401	1 029	91.0%	9 952	9 646

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Economic classification	Sub-Programme: 1.2: Corporate Services									
	2019/20					2018/19				
	Adjusted Appropriation R'000	Shifting of Funds R'000	Virement R'000	Final Appropriation R'000	Actual Expenditure R'000	Variance R'000	Expenditure as % of final appropriation %	Final Appropriation R'000	Actual Expenditure R'000	
Current payments	23 475	(854)	(32)	22 589	22 179	410	98.2%	22 021	21 396	
Compensation of employees	14 811	(25)	(32)	14 754	14 722	32	99.8%	14 658	14 033	
Goods and services	8 664	(829)	-	7 835	7 457	378	95.2%	7 363	7 363	
Transfers and subsidies	189	-	38	227	226	1	99.6%	176	102	
Provinces and municipalities	-	-	-	-	-	-	-	-	-	
Departmental agencies and accounts	189	-	-	189	189	-	100.0	176	102	
Households	-	-	38	38	37	1	97.4%	-	-	
Payments for capital assets	188	164	-	352	352	-	100.0%	434	434	
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-	
Machinery and equipment	188	164	-	352	352	-	100.0%	434	434	
Software and other intangible assets	-	-	-	-	-	-	-	-	-	
Payment for financial assets	-	-	-	-	-	-	-	-	-	
Total	23 852	(690)	6	23 168	22 757	411	98.2%	22 631	21 932	

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 1.3: Finance Administration									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	18 197	451	(27)	18 621	18 618	3	100.0%	16 863	16 847
Compensation of employees	15 606	332	-	15 938	15 937	1	100.0%	14 647	14 647
Goods and services	2 591	119	(27)	2 683	2 681	2	99.9%	2 216	2 200
Transfers and subsidies	6	-	-	6	5	1	83.3%	4	4
Provinces and municipalities	6	-	-	6	5	1	83.3%	4	4
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	149	55	446	650	649	1	99.8%	198	198
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	149	55	446	650	649	1	99.8%	198	198
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	27	27	26	1	96.3%	-	-
Total	18 352	506	446	19 304	19 298	6	100.0%	17 065	17 049

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 1.4: Office Accommodation									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	4 557	1 349	-	5 906	5 177	729	87.7%	891	891
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	4 557	1 349	-	5 906	5 177	729	87.7%	891	891
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	-	-	-	-	-	-	-	-	-
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	4 557	1 349	-	5 906	5 177	729	87.7%	891	891

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 1.5: Internal Audit									
2019/20									
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	4 880	(656)	-	4 224	4 200	24	99.4%	3 824	3 480
Compensation of employees	3 666	(17)	-	3 649	3 648	1	100.0%	3 425	3 089
Goods and services	1 214	(639)	-	575	552	23	96.0%	399	391
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	289	(278)	-	11	11	-	100.0%	74	74
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	49	(38)	-	11	11	-	100.0%	-	-
Software and other intangible assets	240	(240)	-	-	-	-	-	74	74
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	5 169	(934)	-	4 235	4 211	24	99.4%	3 898	3 554

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 2: Intersectoral Coordination and Strategic Partnerships									
2019/20									
2018/19									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Intergovernmental Civil Society and Public-Private Partnerships	21 201	-	1 756	22 957	22 714	243	98.9%	20 380	18 806
2. Community Outreach	3 670	-	481	4 151	4 093	58	98.6%	3 965	3 170
Total	24 871	-	2 237	27 108	26 807	301	98.9%	24 345	21 976
Economic classification									
Current payments	24 561	-	2 237	26 798	26 785	13	100.0%	24 029	21 922
Compensation of employees	17 275	-	828	18 103	18 100	3	100.0%	17 255	15 413
Salaries and wages	15 194	65	791	16 050	16 048	2	100.0%	15 355	13 590
Social contributions	2 081	(65)	37	2 053	2 052	1	100.0%	1 900	1 823
Goods and services	7 286	-	1 409	8 695	8 685	10	99.9%	6 774	6 509
Administrative fees	7	57	-	64	62	2	96.9%	8	8
Advertising	940	(536)	-	404	403	1	99.8%	715	714
Minor assets	64	(59)	-	5	5	-	100.0%	3	3
Audit costs: External	500	(250)	-	250	250	-	100.0%	273	273
Bursaries: Employees	-	-	-	-	-	-	-	100	100
Catering: Departmental activities	1 050	(253)	79	876	876	-	100.0%	224	174
Communication (G&S)	170	(83)	-	87	85	2	97.7%	28	28
Computer services	1 000	(63)	-	937	936	1	99.9%	764	764
Consultants: Business and advisory services	60	510	-	570	570	-	100.0%	88	88

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 2: Intersectoral Coordination and Strategic Partnerships									
2019/20							2018/19		
Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure	
R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
-	131	-	131	130		99.2%	-	-	-
211	(211)	-	-	-	-	-	16	16	-
40	(40)	-	-	-	-	-	132	132	132
16	23	-	39	38		97.4%	41	41	41
176	(49)	-	127	126		99.2%	396	396	396
-	-	-	-	-	-	-	4	4	-
2 698	760	1 330	4 788	4 789	(1)	100.0%	3 667	3 485	3 485
-	-	-	-	-	-	-	122	110	110
126	102	-	228	227		99.6%	9	9	9
228	(49)	-	179	179	-	100.0%	184	184	184
-	10	-	10	9		90.0%	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	19	19	19
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	19	19	19
-	-	-	-	-	-	-	19	19	19

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 2: Intersectoral Coordination and Strategic Partnerships									
2019/20							2018/19		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Payments for capital assets	310	-	-	310	22	288	7.1%	297	35
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	310	-	-	310	22	288	7.1%	297	35
Other machinery and equipment	310	-	-	310	22	288	7.1%	297	35
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Total	24 871	-	2 237	27 108	26 807	301	98.9%	24 345	21 976

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 2.1: Intergovernmental Civil Society and Public-Private Partnerships									
2019/20									
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	20 944	-	1 756	22 700	22 692	8	100.0%	20 115	18 752
Compensation of employees	14 699	-	426	15 125	15 124	1	100.0%	14 352	12 990
Goods and services	6 245	-	1 330	7 575	7 568	7	99.9%	5 763	5 672
Transfers and subsidies	-	-	-	-	-	-	-	19	19
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	19	19
Payments for capital assets	257	-	-	257	22	235	8.6%	246	35
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	257	-	-	257	22	235	8.6%	246	35
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	21 201	-	1 756	22 957	22 714	243	98.9%	20 380	18 806

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 2.2: Community Outreach									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	3 617	-	481	4 098	4 093	5	99.9%	3 914	3 170
Compensation of employees	2 576	-	402	2 978	2 976	2	99.9%	2 903	2 423
Goods and services	1 041	-	79	1 120	1 117	3	99.7%	1 011	747
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	53	-	-	53	-	53	-	51	-
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	53	-	-	53	-	53	-	51	-
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	3 670	-	481	4 151	4 093	58	98.6%	3 965	3 170

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 3: Legislation and Policy Development									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Policy Development and Research	14 632	(56)	(1 456)	13 120	13 112	8	99.9%	14 220	13 433
2. Legislation	7 311	56	(319)	7 048	6 888	160	97.7%	7 172	6 953
	21 943	-	(1 775)	20 168	20 000	168	99.2%	21 392	20 386
Economic classification									
Current payments	21 671	-	(1 534)	20 137	19 971	166	99.2%	21 132	20 309
Compensation of employees	16 480	-	(621)	15 859	15 703	156	99.0%	16 210	15 626
Salaries and wages	14 771	-	(611)	14 160	14 004	156	98.9%	14 512	13 984
Social contributions	1 709	-	(10)	1 699	1 699	-	100.0%	1 698	1 642
Goods and services	5 191	-	(913)	4 278	4 268	10	99.8%	4 922	4 683
Administrative fees	3	12	-	15	15	-	100.0%	2	1
Advertising	-	-	-	-	-	-	-	16	16
Minor assets	111	(59)	(2)	50	50	-	100.0%	3	-
Audit costs: External	500	(108)	(92)	300	300	-	100.0%	312	312
Bursaries: Employees	-	-	-	-	-	-	-	100	100
Catering: Departmental activities	256	2	(200)	58	57	1	98.3%	89	68
Communication (G&S)	420	(64)	(130)	226	224	2	99.1%	220	220
Computer services	1 000	283	(247)	1 036	1 035	1	99.9%	878	877
Consultants: Business and advisory services	234	2	(154)	82	82	-	100.0%	222	24

APPROPRIATION STATEMENT

for the year ended 31 March 2020

		2019/20						2018/19		
		Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Contractors		-	-	-	-	-	-	-	4	-
Fleet services (including government motor transport)		40	-	(40)	-	-	-	-	139	139
Consumable supplies		29	30	-	59	58	1	98.3%	17	16
Consumable: Stationery printing and office supplies		454	(29)	(44)	381	380	1	99.7%	384	384
Operating leases		-	-	-	-	-	-	-	10	-
Travel and subsistence		2 003	(549)	-	1 454	1 452	2	99.9%	1 888	1 888
Training and development		-	-	-	-	-	-	-	110	110
Operating payments		61	472	-	533	532	1	99.8%	400	400
Venues and facilities		80	8	(4)	84	83	1	98.8%	128	128
Transfers and subsidies		-	-	11	11	11	-	100.0%	-	-
Provinces and municipalities		-	-	-	-	-	-	-	-	-
Departmental agencies and accounts		-	-	-	-	-	-	-	-	-
Households		-	-	11	11	11	-	100.0%	-	-
Payments for capital assets		272	-	(252)	20	18	2	90.0%	260	77
Buildings and other fixed structures		-	-	-	-	-	-	-	-	-
Machinery and equipment		272	-	(252)	20	18	2	90.0%	260	77

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 3: Legislation and Policy Development									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	21 943	-	(1 775)	20 168	20 000	168	99.2%	21 392	20 386

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 3.1: Policy Development and Research											
2019/20											2018/19
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure		
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000		
Current payments	14 469	(56)	(1 312)	13 101	13 094	7	99.9%	14 064	13 371		
Compensation of employees	10 508	-	(399)	10 109	10 107	2	100.0%	10 599	10 054		
Goods and services	3 961	(56)	(913)	2 992	2 987	5	99.8%	3 465	3 317		
Transfers and subsidies	-	-	-	-	-	-	-	-	-		
Provinces and municipalities	-	-	-	-	-	-	-	-	-		
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-		
Households	-	-	-	-	-	-	-	-	-		
Payments for capital assets	163	-	(144)	19	18	1	94.7%	156	62		
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-		
Machinery and equipment	163	-	(144)	19	18	1	94.7%	156	62		
Software and other intangible assets	-	-	-	-	-	-	-	-	-		
Payment for financial assets	-	-	-	-	-	-	-	-	-		
Total	14 632	(56)	(1 456)	13 120	13 112	8	99.9%	14 220	13 433		

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 3.2: Legislation											
2019/20											
2018/19											
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure		
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000		
Current payments	7 202	56	(222)	7 036	6 877	159	97.7%	7 068	6 938		
Compensation of employees	5 972	-	(222)	5 750	5 596	154	97.3%	5 61	5 572		
Goods and services	1 230	56	-	1 286	1 281	5	99.6%	1 457	1 366		
Transfers and subsidies	-	-	11	11	11	-	100.0%	-	-		
Provinces and municipalities	-	-	-	-	-	-	-	-	-		
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-		
Households	-	-	11	11	11	-	100.0%	-	-		
Payments for capital assets	109	-	(108)	1	-	1	-	104	15		
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-		
Machinery and equipment	109	-	(108)	1	-	1	-	104	15		
Software and other intangible assets	-	67	-	67	67	-	100.0%	80	79		
Payment for financial assets	-	-	-	-	-	-	-	-	-		
Total	7 311	56	(319)	7 048	6 888	160	97.7%	7 172	6 953		

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 4: Civilian Oversight Monitoring and Evaluations									
2019/20					2018/19				
Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure	
R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
Sub programme									
1. Police Performance Conduct and Compliance	1 925	(92)	17 357	17 335	22	99.9%	16 912	16 838	
2. Policy and Programme Evaluations	(306)	(538)	4 610	4 605	5	99.9%	4 497	4 469	
3. Information Management	(1 619)	(92)	501	-	501	-	826	813	
4. Office of the Directorate for Priority Crime Investigation Judge	-	-	5 843	4 264	1 579	73.0%	5 139	4 032	
5. National Forensic Oversight and Ethics Board	-	-	3 421	2 579	842	75.4%	3 671	2 278	
	32 454	(722)	31 732	28 783	2 949	90.7%	31 045	28 430	
Economic classification									
Current payments	31 935	(545)	31 390	28 540	2 850	90.9%	30 673	28 286	
Compensation of employees	24 232	(47)	24 185	22 183	2 002	91.7%	23 298	20 916	
Salaries and wages	21 171	63	21 219	19 429	1 790	91.6%	20 478	18 361	
Social contributions	3 061	(63)	2 966	2 754	212	92.9%	2 820	2 555	
Goods and services	7 703	(498)	7 205	6 357	848	88.2%	7 375	7 370	
Administrative fees	4	-	40	38	2	95.0%	3	2	
Advertising	300	(290)	10	-	10	-	34	34	
Minor assets	60	-	72	9	63	12.5%	6	6	
Audit costs: External	500	(250)	250	250	-	100.0%	495	495	
Bursaries: Employees	-	-	-	-	-	-	195	195	

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 4: Civilian Oversight Monitoring and Evaluations									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Catering: Departmental activities	160	(94)	-	66	57	9	86.4%	109	109
Communication (G&S)	455	(5)	-	450	415	35	92.2%	427	426
Computer services	1 700	(278)	-	1 422	1 403	19	98.7%	1 286	1 286
Consultants: Business and advisory services	80	9	-	89	30	59	33.7%	69	69
Legal services	-	69	-	69	68	1	98.6%	-	-
Contractors	80	(1)	-	79	33	46	41.8%	6	6
Fleet services (including government motor transport)	100	137	-	237	233	4	98.3%	208	208
Consumable supplies	44	7	-	51	45	6	88.2%	16	16
Consumable: Stationery printing and office supplies	256	(82)	-	174	149	25	85.6%	379	377
Travel and subsistence	3 402	812	(496)	3 718	3 323	395	89.4%	4 065	4 064
Training and development	21	-	-	21	-	21	-	50	50
Operating payments	186	21	-	207	66	141	31.9%	14	14
Venues and facilities	355	(103)	(2)	250	238	12	95.2%	13	13
Transfers and subsidies	107	-	17	124	122	2	98.4%	2	2
Provinces and municipalities	-	-	2	2	1	1	50.0%	2	2
Municipalities	-	-	2	2	1	1	50.0%	2	2
Municipal bank accounts	-	-	2	2	1	1	50.0%	2	2
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Programme 4: Civilian Oversight Monitoring and Evaluations									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Households	107	-	15	122	121	1	99.2%	-	-
Other transfers to households	107	-	15	122	121	1	99.2%	-	-
Payments for capital assets	412	-	(194)	218	121	97	55.5%	370	142
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	350	-	(132)	218	121	97	55.5%	311	142
Other machinery and equipment	350	-	(132)	218	121	97	55.5%	311	142
Software and other intangible assets	62	-	(62)	-	-	-	-	59	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Total	32 454	-	(722)	31 732	28 783	2 949	90.7%	31 045	28 430

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 4.1: Police Performance Conduct and Compliance									
Economic classification	2019/20					2018/19			
	Adjusted Appropriation R'000	Shifting of Funds R'000	Virement R'000	Final Appropriation R'000	Actual Expenditure R'000	Variance R'000	Expenditure as % of final appropriation %	Final Appropriation R'000	Actual Expenditure R'000
Current payments	15 244	1 925	32	17 201	17 162	39	99.8%	16 770	16 769
Compensation of employees	11 712	1 559	32	13 303	13 302	1	100.0%	12 627	12 627
Goods and services	3 532	366	-	3 898	3 860	38	99.0%	4 143	4 142
Transfers and subsidies	107	-	15	122	121	1	99.2%	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	107	-	15	122	121	1	99.2%	-	-
Payments for capital assets	173	-	(139)	34	52	(18)	152.9%	142	69
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	111	-	(77)	34	52	(18)	152.9%	83	69
Software and other intangible assets	62	-	(62)	-	-	-	-	59	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	15 524	1 925	(92)	17 357	17 335	22	99.9%	16 912	16 838

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 4.2: Policy and Programme Evaluations									
Economic classification	2019/20					2018/19			
	Adjusted Appropriation R'000	Shifting of Funds R'000	Virement R'000	Final Appropriation R'000	Actual Expenditure R'000	Variance R'000	Expenditure as % of final appropriation %	Final Appropriation R'000	Actual Expenditure R'000
Current payments	5 410	(306)	(496)	4 608	4 605	3	99.9%	4 455	4 454
Compensation of employees	4 133	(11)	-	4 122	4 121	1	100.0%	3 374	3 374
Goods and services	1 277	(295)	(496)	486	484	2	99.6%	1 081	1 080
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	44	-	(42)	2	-	2	-	42	15
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	44	-	(42)	2	-	2	-	42	15
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	5 454	(306)	(538)	4 610	4 605	5	99.9%	4 497	4 469

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 4.3: Information Management									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	2 199	(1 619)	(79)	501	-	501	-	814	813
Compensation of employees	1 664	(1 548)	(79)	37	-	37	-	695	695
Goods and services	535	(71)	-	464	-	464	-	119	118
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	13	-	(13)	-	-	-	-	12	-
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	13	-	(13)	-	-	-	-	12	-
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	2 212	(1 619)	(92)	501	-	501	-	826	813

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 4.4: Office of the Directorate for Priority Crime Investigation Judge									
2019/20									
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	5 734	-	(2)	5 732	4 200	1 532	73.3%	5 033	3 987
Compensation of employees	4 207	-	-	4 207	2 711	1 496	64.4%	3 580	2 536
Goods and services	1 527	-	(2)	1 525	1 489	36	97.6%	1 453	1 451
Transfers and subsidies	-	-	2	2	1	1	50.0%	2	2
Provinces and municipalities	-	-	2	2	1	1	50.0%	2	2
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	109	-	-	109	63	46	57.8%	104	43
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	109	-	-	109	63	46	57.8%	104	43
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	5 843	-	-	5 843	4 264	1 579	73.0%	5 139	4 032

APPROPRIATION STATEMENT

for the year ended 31 March 2020

Sub-Programme: 4.5: National Forensic Oversight and Ethics Board									
2019/20									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	3 348	-	-	3 348	2 573	775	76.9%	3 601	2 263
Compensation of employees	2 516	-	-	2 516	2 049	467	81.4%	3 022	1 684
Goods and services	832	-	-	832	524	308	63.0%	579	579
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	73	-	-	73	6	67	8.2%	70	15
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	73	-	-	73	6	67	8.2%	70	15
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
Totals	3 421	-	-	3 421	2 579	842	75.4%	3 671	2 278

NOTES TO THE APPROPRIATION STATEMENT

for the year ended 31 March 2020

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

Detail of these transactions can be viewed in the note on Transfers and subsidies disclosure notes and Annexure I (A-C) to the Annual Financial Statements.

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

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

3. Detail on payments for financial assets

Detail of these transactions per programme can be viewed in the note 5 on Payments for financial assets to the Annual Financial Statements.

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

4.1 Per programme	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R 000	%
Programme 1: Administration	64 043	61 844	2 199	3.4%
The underspending can mainly be attributed to vacant posts (Compensation of Employees), cost saving measures and the smaller than budgeted amount paid on office accommodation (Goods and Services).				
Programme 2: Intersectoral Coordination and Strategic Partnerships	27 108	26 807	301	1.1%
The underspending can mainly be attributed to deferring of purchase of capital assets due to the delay in the move to new offices.				
Programme 3: Legislation & Policy Development	20 168	20 000	168	0.8%
The underspending can mainly be attributed to vacant posts (Compensation of Employees), cost saving measures (Goods and Services) and deferring of purchase of capital assets due to the delay in the move to new offices.				
Programme 4: Civilian Oversight Monitoring & Evaluation	31 732	28 783	2 949	9.3%
The underspending can mainly be attributed to vacant posts (Compensation of Employees) and deferred purchase of capital assets due to the delay in the move to new offices.				
TOTAL	143 051	137 434	5 617	3.9%

NOTES TO THE APPROPRIATION STATEMENT

for the year ended 31 March 2020

4.2 Per economic classification	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R'000	%
Current payments	140 685	135 472	5 213	3.7%
Compensation of employees	100 826	97 997	2 829	2.8%
Goods and services	39 859	37 475	2 384	6.0%
Transfers and subsidies	612	597	15	2.5%
Provinces and municipalities	8	6	2	25.0%
Departmental agencies and accounts	189	189	-	100.0%
Households	415	402	13	3.1%
Payments for capital assets	1 727	1 339	388	22.5%
Machinery and equipment	1 727	1 339	388	22.5%
Payments for financial assets	27	26	1	96.3%
TOTAL	143 051	137 434	5 617	3.9%

The underspending can mainly be attributed to vacant posts (Compensation of Employees), cost saving measures and smaller than budgeted amount paid on office accommodation (Goods and Services) and deferred purchase of capital assets due to the delay in the move to new offices.

STATEMENT OF FINANCIAL PERFORMANCE

for the year ended 31 March 2020

		2019/20	2018/19
		R'000	R'000
REVENUE			
Annual appropriation	1	143 051	131 219
Statutory appropriation		-	-
Departmental revenue	2	71	196
National Revenue Fund (NRF) Receipts		-	-
Aid assistance		-	-
TOTAL REVENUE		143 122	131 415
EXPENDITURE			
Current expenditure			
Compensation of employees	3	97 997	91 446
Goods and services	4	37 475	31 312
Interest and rent on land		-	-
Aid assistance		-	-
Total current expenditure		135 472	122 758
Transfers and subsidies			
Transfers and subsidies	6	597	127
Aid assistance		-	-
Total transfers and subsidies		597	127
Expenditure for capital assets			
Tangible assets	7	1 339	905
Intangible assets		-	74
Total expenditure for capital assets		1 339	979
Unauthorised expenditure approved without funding		-	-
Payments for financial assets	5	26	-
TOTAL EXPENDITURE		137 434	123 864
SURPLUS/(DEFICIT) FOR THE YEAR		5 688	7 551
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds		5 617	7 355
Annual appropriation		5 617	7 355
Conditional grants		-	-
Departmental revenue and NRF Receipts	13	71	196
Aid assistance		-	-
SURPLUS/(DEFICIT) FOR THE YEAR		5 688	7 551

STATEMENT OF FINANCIAL POSITION

as at 31 March 2020

		2019/20	2018/19
		R'000	R'000
ASSETS			
Current assets		6 228	13 829
Unauthorised expenditure	8	5 696	5 696
Cash and cash equivalents	9	-	8 063
Other financial assets		-	-
Prepayments and advances	10	26	26
Receivables	11	506	44
Loans		-	-
Aid assistance prepayments		-	-
Aid assistance receivable		-	-
Non-current assets		74	82
Investments		-	-
Receivables	11	74	82
Loans		-	-
Other financial assets		-	-
TOTAL ASSETS		6 302	13 911
LIABILITIES			
Current liabilities		6 302	13 911
Voted funds to be surrendered to the Revenue Fund	12	5 617	13 683
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	13	3	-
Bank overdraft	14	632	-
Payables	15	50	228
Aid assistance repayable		-	-
Aid assistance unutilised		-	-
Non-current liabilities			
Payables		-	-
TOTAL LIABILITIES		6 302	13 911
NET ASSETS			
Represented by:			
Capitalisation reserve		-	-
Recoverable revenue		-	-
Retained funds		-	-
Revaluation reserves		-	-
TOTAL		-	-

STATEMENT OF CHANGES IN NET ASSETS

for the year ended 31 March 2020

NET ASSETS	2019/20	2018/19
	R'000	R'000
Capitalisation Reserves		
Opening balance	-	-
Transfers:		
Movement in Equity	-	-
Movement in Operational Funds	-	-
Other movements	-	-
Closing balance	-	-
Recoverable revenue		
Opening balance	-	28
Transfers:		(28)
Irrecoverable amounts written off	-	-
Debts revised	-	-
Debts recovered (included in departmental receipts)	-	(28)
Debts raised	-	-
Closing balance	-	-
Retained funds		
Opening balance	-	-
Transfer from voted funds to be surrendered (Parliament/Legislatures ONLY)	-	-
Utilised during the year	-	-
Other transfers	-	-
Closing balance	-	-
Revaluation Reserve		
Opening balance	-	-
Revaluation adjustment (Housing departments)	-	-
Transfers	-	-
Other	-	-
Closing balance	-	-
TOTAL	-	-

CASH FLOW STATEMENT

for the year ended 31 March 2020

		2019/20 R'000	2018/19 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		143 122	131 415
Annual appropriated funds received	1.1	143 051	131 219
Statutory appropriated funds received		-	-
Departmental revenue received	2	71	196
Interest received		-	-
NRF Receipts		-	-
Aid assistance received		-	-
Net (increase)/decrease in working capital		(640)	1 287
Surrendered to Revenue Fund		(13 751)	(196)
Surrendered to RDP Fund/Donor		-	-
Current payments		(135 472)	(122 758)
Interest paid		-	-
Payments for financial assets		(26)	-
Transfers and subsidies paid		(597)	(127)
Net cash flow available from operating activities	16	(7 364)	9 621
CASH FLOWS FROM INVESTING ACTIVITIES			
Distribution/dividend received		-	-
Payments for capital assets	7	(1 339)	(979)
Proceeds from sale of capital assets		-	-
(Increase)/decrease in loans		-	-
(Increase)/decrease in investments		-	-
(Increase)/decrease in other financial assets		8	-
Net cash flows from investing activities		(1 331)	(979)
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/(decrease) in net assets		-	(28)
Increase/(decrease) in non-current payables		-	-
Net cash flows from financing activities		-	(28)
Net increase/(decrease) in cash and cash equivalents		(8 695)	8 614
Cash and cash equivalents at beginning of period		8 063	(551)
Unrealised gains and losses within cash and cash equivalents		-	-
Cash and cash equivalents at end of period	17	(632)	8 063

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

PART A: ACCOUNTING POLICIES

Summary of significant accounting policies

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

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

Where appropriate and meaningful additional information has been disclosed to enhance the usefulness of the financial statements and to comply with the statutory requirements of the Public Finance Management Act (PFMA) Act 1 of 1999 (as amended by Act 29 of 1999) and the Treasury Regulations issued in terms of the PFMA and the annual Division of Revenue Act.

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

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

7.2	Departmental revenue
	<p>Departmental revenue is recognised in the statement of financial performance when received and is subsequently paid into the relevant revenue fund unless stated otherwise.</p> <p>Any amount owing to the relevant revenue fund at the reporting date is recognised as a payable in the statement of financial position.</p>
7.3	Accrued departmental revenue
	<p>Accruals in respect of departmental revenue (excluding tax revenue) are recorded in the notes to the financial statements when:</p> <ul style="list-style-type: none"> ➤ it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and ➤ the amount of revenue can be measured reliably. <p>The accrued revenue is measured at the fair value of the consideration receivable.</p> <p>Accrued tax revenue (and related interest and / penalties) is measured at amounts receivable from collecting agents.</p> <p>Write-offs are made according to the department's debt write-off policy</p>
8	Expenditure
8.1	Compensation of employees
8.1.1	Salaries and wages
	Salaries and wages are recognised in the statement of financial performance on the date of payment.
8.1.2	Social contributions
	<p>Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment.</p> <p>Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.</p>
8.2	Other expenditure
	Other expenditure (such as goods and services transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment. The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold.
8.3	Accruals and payables not recognised
	Accruals and payables not recognised are recorded in the notes to the financial statements at cost at the reporting date.
8.4	Leases
8.4.1	Operating leases
	<p>Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment.</p> <p>The operating lease commitments are recorded in the notes to the financial statements.</p>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

8.4.2	<p>Finance leases</p> <p>Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment.</p> <p>The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions.</p> <p>Finance lease assets acquired at the end of the lease term are recorded and measured at the lower of:</p> <ul style="list-style-type: none"> ➤ cost being the fair value of the asset; or ➤ the sum of the minimum lease payments made including any payments made to acquire ownership at the end of the lease term excluding interest.
9	<p>Cash and cash equivalents</p> <p>Cash and cash equivalents are stated at cost in the statement of financial position.</p> <p>Bank overdrafts are shown separately on the face of the statement of financial position as a current liability.</p> <p>For the purposes of the cash flow statement cash and cash equivalents comprise cash on hand deposits held other short-term highly liquid investments and bank overdrafts.</p>
10	<p>Prepayments and advances</p> <p>Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash.</p> <p>Prepayments and advances are initially and subsequently measured at cost.</p> <p>Prepayments are expensed on a monthly basis after the service was rendered.</p>
11	<p>Loans and receivables</p> <p>Loans and receivables are recognised in the statement of financial position at cost plus accrued interest where interest is charged less amounts already settled or written-off. Write-offs are made according to the department's write-off policy.</p>
12	<p>Financial assets</p>
12.1	<p>Financial assets (not covered elsewhere)</p> <p>A financial asset is recognised initially at its cost plus transaction costs that are directly attributable to the acquisition or issue of the financial asset.</p> <p>At the reporting date a department shall measure its financial assets at cost less amounts already settled or written-off except for recognised loans and receivables which are measured at cost plus accrued interest where interest is charged less amounts already settled or written-off.</p>
12.2	<p>Impairment of financial assets</p> <p>Where there is an indication of impairment of a financial asset an estimation of the reduction in the recorded carrying value to reflect the best estimate of the amount of the future economic benefits expected to be received from that asset is recorded in the notes to the financial statements.</p>
13	<p>Payables</p> <p>Payables recognised in the statement of financial position are recognised at cost.</p>
14	<p>Capital Assets</p>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

14.1	<p>Immovable capital assets</p> <p>Immovable assets reflected in the asset register of the department are recorded in the notes to the financial statements at cost or fair value where the cost cannot be determined reliably. Immovable assets acquired in a non-exchange transaction are recorded at fair value at the date of acquisition. Immovable assets are subsequently carried in the asset register at cost and are not currently subject to depreciation or impairment.</p> <p>Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use.</p> <p>Additional information on immovable assets not reflected in the assets register is provided in the notes to financial statements.</p>
14.2	<p>Movable capital assets</p> <p>Movable capital assets are initially recorded in the notes to the financial statements at cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition.</p> <p>Where the cost of movable capital assets cannot be determined reliably the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R.I. All assets acquired prior to 1 April 2002 or a later date as approved by the Office of the Accountant General (OAG) may be recorded at R.I.</p> <p>Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.</p> <p>Subsequent expenditure that is of a capital nature forms part of the cost of the existing asset when ready for use.</p>
14.3	<p>Intangible assets</p> <p>Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition.</p> <p>Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project.</p> <p>Where the cost of intangible assets cannot be determined reliably the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R.I.</p> <p>All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R.I.</p> <p>Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment.</p> <p>Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use.</p>
14.4	<p>Project Costs: Work-in-progress</p> <p>Expenditure of a capital nature is initially recognised in the statement of financial performance at cost when paid.</p> <p>Amounts paid towards capital projects are separated from the amounts recognised and accumulated in work-in-progress until the underlying asset is ready for use. Once ready for use the total accumulated payments are recorded in an asset register. Subsequent payments to complete the project are added to the capital asset in the asset register.</p> <p>Where the department is not the custodian of the completed project asset the asset is transferred to the custodian subsequent to completion.</p>
15	<p>Provisions and Contingents</p>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

15.1	<p>Provisions</p> <p>Provisions are recorded in the notes to the financial statements when there is a present legal or constructive obligation to forfeit economic benefits as a result of events in the past and it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate of the obligation can be made. The provision is measured as the best estimate of the funds required to settle the present obligation at the reporting date.</p>
15.2	<p>Contingent liabilities</p> <p>Contingent liabilities are recorded in the notes to the financial statements when there is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department or when there is a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation or the amount of the obligation cannot be measured reliably.</p>
15.3	<p>Contingent assets</p> <p>Contingent assets are recorded in the notes to the financial statements when a possible asset arises from past events and whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department.</p>
15.4	<p>Commitments</p> <p>Commitments (other than for transfers and subsidies) are recorded at cost in the notes to the financial statements when there is a contractual arrangement or an approval by management in a manner that raises a valid expectation that the department will discharge its responsibilities thereby incurring future expenditure that will result in the outflow of cash.</p>
16	<p>Unauthorised expenditure</p> <p>Unauthorised expenditure is recognised in the statement of financial position until such time as the expenditure is either:</p> <ul style="list-style-type: none"> ➤ approved by Parliament with funding and the related funds are received; or ➤ approved by Parliament without funding and is written off against the appropriation in the statement of financial performance; or ➤ transferred to receivables for recovery. <p>Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure.</p>
17	<p>Fruitless and wasteful expenditure</p> <p>Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the total value of the fruitless and/or wasteful expenditure incurred.</p> <p>Fruitless and wasteful expenditure is removed from the notes to the financial statements when it is resolved or transferred to receivables for recovery.</p> <p>Fruitless and wasteful expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.</p>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

18	<p>Irregular expenditure</p> <p>Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of the irregular expenditure incurred unless it is impracticable to determine in which case reasons therefor are provided in the note.</p> <p>Irregular expenditure is removed from the note when it is either condoned by the relevant authority transferred to receivables for recovery or not condoned and is not recoverable.</p> <p>Irregular expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.</p>
19	<p>Changes in accounting policies accounting estimates and errors</p> <p>Changes in accounting policies that are effected by management have been applied retrospectively in accordance with MCS requirements except to the extent that it is impracticable to determine the period-specific effects or the cumulative effect of the change in policy. In such instances the department shall restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.</p> <p>Changes in accounting estimates are applied prospectively in accordance with MCS requirements.</p> <p>Correction of errors is applied retrospectively in the period in which the error has occurred in accordance with MCS requirements except to the extent that it is impracticable to determine the period-specific effects or the cumulative effect of the error. In such cases the department shall restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.</p>
21	<p>Events after the reporting date</p> <p>Events after the reporting date that are classified as adjusting events have been accounted for in the financial statements. The events after the reporting date that are classified as non-adjusting events after the reporting date have been disclosed in the notes to the financial statements.</p>
22	<p>Departures from the MCS requirements</p> <p>Management has concluded that the financial statements present fairly the department's primary and secondary information; The department complied with the Standard and has not departed from a particular requirement to achieve fair presentation;</p>
23	<p>Recoverable revenue</p> <p>Amounts are recognised as recoverable revenue when a payment made in a previous financial year becomes recoverable from a debtor in the current financial year. Amounts are either transferred to the National Revenue Fund when recovered or are transferred to the statement of financial performance when written-off.</p>
24	<p>Related party transactions</p> <p>A related party transaction is a transfer of resources services or obligations between the reporting entity and a related party. Related party transactions within the Minister's portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length.</p> <p>Key management personnel are those persons having the authority and responsibility for planning directing and controlling the activities of the department. The number of individuals and their full compensation is recorded in the notes to the financial statements.</p>
30	<p>Employee benefits</p> <p>The value of each major class of employee benefit obligation (accruals, payables not recognised and provisions) is disclosed in the Employee benefits note.</p>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

I. Annual Appropriation

I.1 Annual Appropriation

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

	2019/20			2018/19	
	Final Appropriation	Actual Funds Received	Funds not requested/ not received	Final Appropriation	Appropriation received
	R'000	R'000	R'000	R'000	R'000
Administration	64 043	64 043	-	54 437	54 437
Intersectoral Coordination and Strategic Partnerships	27 108	27 108	-	24 345	24 345
Legislation and Policy Development	20 168	20 168	-	21 392	21 392
Civilian Oversight Monitoring and Evaluation	31 732	31 732	-	31 045	31 045
Total	143 051	143 051	-	131 219	131 219

All appropriated funds requested and received

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

2. Departmental revenue

	Note	2019/20	2018/19
		R'000	R'000
Sales of goods and services other than capital assets	2.1	71	68
Transactions in financial assets and liabilities	2.2	-	128
Total revenue collected		71	196
Departmental revenue collected		71	196

All departmental revenue received and paid to National Revenue Fund

2.1 Sales of goods and services other than capital assets

		2019/20	2018/19
		R'000	R'000
Sales of goods and services produced by the department		71	68
Sales by market establishment		38	37
Administrative fees		-	-
Other sales		33	31
Sales of scrap waste and other used current goods		-	-
Total		71	68

2.2 Transactions in financial assets and liabilities

	Note	2019/20	2018/19
	2	R'000	R'000
Other Receipts including Recoverable Revenue		-	128
Total		-	128

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

3. Compensation of employees

3.1 Salaries and Wages

	Note	2019/20	2018/19
		R'000	R'000
Basic salary		68 379	63 787
Performance award		851	1 237
Service Based		10	19
Compensative/circumstantial		1 024	589
Other non-pensionable allowances		15 871	14 819
Total		86 135	80 451

3.2 Social contributions

	Note	2019/20	2018/19
		R'000	R'000
Employer contributions			
Pension		8 687	8 031
Medical		3 161	2 951
Bargaining council		14	13
Total		11 862	10 995
Total compensation of employees		97 997	91 446
Average number of employees		142	140

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

4. Goods and services

	Note	2019/20	2018/19
		R'000	R'000
Administrative fees		171	37
Advertising		922	875
Minor assets	4.1	183	59
Bursaries (employees)		181	627
Catering		1 152	405
Communication		1 491	1 414
Computer services	4.2	7 846	8 352
Consultants: Business and advisory services		1 260	624
Legal services		213	-
Contractors		80	17
Audit cost – external	4.3	2 268	2 210
Fleet services		502	562
Consumables	4.4	1 508	1 945
Operating leases		5 127	891
Property payments	4.5	50	-
Rental and hiring		9	-
Travel and subsistence	4.6	11 816	11 036
Venues and facilities		1 109	818
Training and development		528	790
Other operating expenditure	4.7	1 059	650
Total		37 475	31 312

4.1 Minor assets

	Note	2019/20	2018/19
	4	R'000	R'000
Tangible assets		183	59
Machinery and equipment		183	59
Total		183	59

4.2 Computer services

	Note	2019/20	2018/19
	4	R'000	R'000
SITA computer services		6 821	7 558
External computer service providers		1 025	794
Total		7 846	8 352

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

4.3 Audit cost – External

	Note	2019/20	2018/19
	4	R'000	R'000
Regularity audits		2 268	2 210
Total		2 268	2 210

4.4 Consumables

	Note	2019/20	2018/19
	4	R'000	R'000
Consumable supplies		327	263
Uniform and clothing		-	5
Household supplies		235	246
Information Technology (IT) consumables		-	2
Other consumables		92	10
Stationery printing and office supplies		1 181	1 682
Total		1 508	1 945

4.5 Property payments

	Note	2019/20	2018/19
	4	R'000	R'000
Municipal Services		50	-
Total		50	-

4.6 Travel and subsistence

	Note	2019/20	2018/19
	4	R'000	R'000
Local		11 782	11 026
Foreign		34	10
Total		11 816	11 036

4.7 Other operating expenditure

	Note	2019/20	2018/19
	4	R'000	R'000
Professional bodies membership and subscription fees		547	417
Resettlement costs		323	78
Other		189	155
Total		1 059	650

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

5. Payments for financial assets

	Note	2019/20	2018/19
		R'000	R'000
Debts written off	5.1	26	-
Total		26	-

5.1 Debts written off

	Note	2019/20	2018/19
	5	R'000	R'000
Nature of debts written off			
Recoverable revenue written off			
Damages to Hired Vehicles Expenditure		26	-
Total		26	-
Total debt written off		26	-

The amount approved to be written-off by the Accounting Officer was for damages to hired vehicles where it has become uneconomical to locate and recover the funds from the relevant person/s

6. Transfers and subsidies

	Note	2019/20	2018/19
		R'000	R'000
Provinces and municipalities	Annexure 1A	6	6
Departmental agencies and accounts	Annexure 1B	189	102
Households	Annexure 1C	402	19
Total		597	127

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

7. Expenditure for capital assets

	Note	2019/20	2018/19
		R'000	R'000
Tangible assets		1 339	905
Machinery and equipment	27	1 339	905
Intangible assets		-	74
Software	28	-	74
Total		1 339	979

7.1 Analysis of funds utilised to acquire capital assets – 2019/20

	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible assets	1 339	-	1 339
Machinery and equipment	1 339	-	1 399
Total	1 339	-	1 339

7.2 Analysis of funds utilised to acquire capital assets – 2018/19

	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible assets	905	-	905
Machinery and equipment	905	-	905
Intangible assets	74	-	74
Software	74	-	74
Total	979	-	979

7.3 Finance lease expenditure included in Expenditure for capital assets

	Note	2019/20	2018/19
		R'000	R'000
Tangible assets			
Machinery and equipment		170	218
Total		170	218

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

8. Unauthorised expenditure

8.1 Reconciliation of unauthorised expenditure

	Note	2019/20	2018/19
		R'000	R'000
Opening balance		5 696	5 696
Prior period error			
As restated		5 696	5 696
Unauthorised expenditure – discovered in current year (as restated)		-	-
Less: Amounts approved by Parliament/Legislature with funding		-	-
Less: Amounts approved by Parliament/Legislature without funding		-	-
Capital		-	-
Current		-	-
Transfers and subsidies		-	-
Less: Amounts transferred to receivables for recovery		-	-
Closing balance		5 696	5 696
Analysis of closing balance			
Unauthorised expenditure awaiting authorisation		5 696	5 696
Total		5 696	5 696

Request was submitted to National Treasury in March 2019 to approach Parliament for approval. Feedback received from Treasury during 2019/20 indicating that the process is still ongoing.

8.2 Analysis of unauthorised expenditure awaiting authorisation per economic classification

	2019/20	2018/19
	R'000	R'000
Current	5 696	5 696
Capital	-	-
Transfers and subsidies	-	-
Total	5 696	5 696

8.3 Analysis of unauthorised expenditure awaiting authorisation per type

	2019/20	2018/19
	R'000	R'000
Unauthorised expenditure relating to overspending of the vote or a main division within a vote	5 696	5 696
Unauthorised expenditure incurred not in accordance with the purpose of the vote or main division	-	-
Total	5 696	5 696

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

9. Cash and cash equivalents

	Note	2019/20	2018/19
		R'000	R'000
Consolidated Paymaster General Account		-	9 480
Cash receipts		-	-
Disbursements		-	(1 417)
Total		-	8 063

10. Prepayments and advances

	Note	2019/20	2018/19
		R'000	R'000
Staff advances		-	-
Travel and subsistence		4	3
Prepayments (Not expensed)	10.2	14	23
Advances paid (Not expensed)	10.1	8	-
Total		26	26

10.1 Advances paid (Not expensed)

	Note	Balance as at 1 April 2019	Less: Amount expensed in current year	Add or Less: Other	Add: Current Year advances	Balance as at 31 March 2020
	10	R'000	R'000	R'000	R'000	R'000
National departments		-	(673)	(700)	1 381	8
Provincial departments		-	-	-	-	-
Public entities		-	-	-	-	-
Other entities		-	-	-	-	-
Total		-	(673)	(700)	1 381	8

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

Advances paid (Not expensed)

	Note	Balance as at 1 April 2018	Less: Amount expensed in current year	Add or Less: Other	Add: Current Year advances	Balance as at 31 March 2019
	10	R'000	R'000	R'000	R'000	R'000
National departments		902	(1 075)	(627)	800	-
Provincial departments		-	-	-	-	-
Public entities		-	-	-	-	-
Other entities		-	-	-	-	-
Total		902	(1 075)	(627)	800	-

Advances paid to Government Communication and Information System Department for various media related services and expensed when invoice/claim is received

10.2 Prepayments (Not expensed)

	Note	Balance as at 1 April 2019	Less: Amount expensed in current year	Add or Less: Other	Add: Current Year advances	Balance as at 31 March 2020
	14	R'000	R'000	R'000	R'000	R'000
Goods and services		23	(549)	-	540	14
Interest and rent on land		-	-	-	-	-
Transfers and subsidies		-	-	-	-	-
Capital assets		-	-	-	-	-
Other		-	-	-	-	-
Total		23	(549)	-	540	14

Prepayments (Not expensed)

	Note	Balance as at 1 April 2018	Less: Amount expensed in current year	Add or Less: Other	Add: Current Year advances	Balance as at 31 March 2019
	14	R'000	R'000	R'000	R'000	R'000
Goods and services		55	(500)	(33)	501	23
Interest and rent on land		-	-	-	-	-
Transfers and subsidies		-	-	-	-	-
Capital assets		-	-	-	-	-
Other		-	-	-	-	-
Total		55	(500)	(33)	501	23

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

Prepayments made for DSTV, departmental parking and library membership, expensed on a monthly basis.

11. Receivables

	Note	2019/20			2018/19		
		Current	Non-current	Total	Current	Non-current	Total
		R'000	R'000	R'000	R'000	R'000	R'000
Claims recoverable	11.1	461	-	461	-	-	-
Trade receivables		-	-	-	-	-	-
Recoverable expenditure	11.2	42	74	116	32	82	114
Staff debt	11.3	3	-	3	12	-	12
Fruitless and wasteful expenditure		-	-	-	-	-	-
Other receivables		-	-	-	-	-	-
Total		506	74	580	44	82	126

11.1 Claims recoverable

	Note	2019/20	2018/19
	11	R'000	R'000
National departments		391	-
Public entities		70	-
Total		461	-

Claim for expenditure paid on behalf of Independent Police Investigative Directorate, Public Service Commission and Safety and Security Sector Education and Training Authority.

11.2 Recoverable expenditure (disallowance accounts)

	Note	2019/20	2018/19
	11	R'000	R'000
Disallowance Damages and Losses		116	111
Salary deduction account: Tax debt		-	3
Total		116	114

11.3 Staff debt

	Note	2019/20	2018/19
	11	R'000	R'000
Debt Account		3	12
Total		3	12

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

12. Voted funds to be surrendered to the Revenue Fund

	Note	2019/20	2018/19
		R'000	R'000
Opening balance		13 683	6 328
Prior period error		-	-
As restated		13 683	6 328
Transfer from statement of financial performance (as restated)		5 617	7 355
Add: Unauthorised expenditure for current year		-	-
Voted funds not requested/not received	1.1	-	-
Paid during the year		(13 683)	-
Closing balance		5 617	13 683

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

	Note	2019/20	2018/19
		R'000	R'000
Opening balance		-	-
Prior period error		-	-
As restated		-	-
Transfer from Statement of Financial Performance (as restated)		71	196
Own revenue included in appropriation		-	-
Transfer from aid assistance		-	-
Paid during the year		(68)	(196)
Closing balance		3	-

14. Bank Overdraft

	Note	2019/20	2018/19
		R'000	R'000
Consolidated Paymaster General Account		632	-
Fund requisition account		-	-
Overdraft with commercial banks (Local)		-	-
Total		632	-

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

15. Payables – current

	Note	2019/20	2018/19
		R'000	R'000
Amounts owing to other entities		-	-
Advances received		-	-
Clearing accounts	15.1	50	228
Other payables		-	-
Total		50	228

15.1 Clearing accounts

	Note	2019/20	2018/19
	15	R'000	R'000
Description			
Salary deduction account: Government Employees Housing Scheme		13	213
Salary deduction account: Income Tax		37	15
Total		50	228

16. Net cash flow available from operating activities

	Note	2019/20	2018/19
		R'000	R'000
Net surplus/(deficit) as per Statement of Financial Performance		5 688	7 551
Add back non cash/cash movements not deemed operating activities		(13 052)	2 070
(Increase)/decrease in receivables		(462)	175
(Increase)/decrease in prepayments and advances		-	934
(Increase)/decrease in other current assets		-	-
Increase/(decrease) in payables – current		(178)	178
Proceeds from sale of capital assets		-	-
(Increase)/decrease in other financial assets		-	-
Expenditure on capital assets		1 339	979
Surrenders to Revenue Fund		(13 751)	(196)
Voted funds not requested/not received		-	-
Own revenue included in appropriation		-	-
Other non-cash items		-	-
Net cash flow generated by operating activities		(7 364)	9 621

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

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

	Note	2019/20	2018/19
		R'000	R'000
Consolidated Paymaster General account		(632)	9 480
Fund requisition account		-	-
Cash receipts		-	-
Disbursements		-	(1 417)
Total		(632)	8 063

18. Contingent liabilities and contingent assets

18.1 Contingent liabilities

	Note	2019/20	2018/19
		R'000	R'000
Liable to	Nature		-
Motor vehicle guarantees	Employees	-	-
Housing loan guarantees	Employees	-	-
Other guarantees		-	-
Claims against the department		-	-
Intergovernmental payables (unconfirmed balances)		-	185
Environmental rehabilitation liability		-	-
Other		-	-
Total		-	185

19. Capital Commitments

	Note	2019/20	2018/19
		R'000	R'000
Capital expenditure			
Computer Equipment		2 482	-
		-	-
Total Commitments		2 482	-

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

20. Accruals and payables not recognised

20.1 Accruals

				2019/20	2018/19
				R'000	R'000
Listed by economic classification					
	30 Days	30+ Days	Total	Total	
Goods and services	788	36	824	1 792	
Interest and rent on land	-	-	-	-	
Transfers and subsidies	-	-	-	-	
Capital assets	-	-	-	19	
Other	-	-	-	16	
Total	788	36	824	1 827	
Listed by programme level					
	Note	2019/20	2018/19		
		R'000	R'000		
Administration		666	618		
Intersectoral Coordination and Strategic partnerships		42	667		
Legislation and Policy Development		62	108		
Civilian Oversight Monitoring and Evaluation		54	434		
Total		824	1 827		

20.2 Payables not recognised

Listed by economic classification					
	30 Days	30+ Days	Total	Total	
Goods and services	24	-	24	285	
Interest and rent on land	-	-	-	-	
Transfers and subsidies	-	-	-	-	
Capital assets	-	-	-	-	
Other	-	-	-	-	
Total	24	-	24	285	
Listed by programme level					
	Note	2019/20	2018/19		
		R'000	R'000		
Administration		22	78		
Intersectoral Coordination and Strategic partnerships		-	79		
Legislation and Policy Development		2	44		
Civilian Oversight Monitoring and Evaluation		-	84		
Total		24	285		

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

21. Employee benefits

	Note	2019/20	2018/19
		R'000	R'000
Leave entitlement		3 939	3 624
Service bonus		2 804	2 739
Performance awards		547	1 461
Capped leave commitments		557	639
Other		4	15
Total		7 851	8 478

22. Lease commitments

22.1 Finance leases

2019/20	Machinery and equipment	Total
	R'000	R'000
Not later than 1 year	166	166
Later than 1 year and not later than 5 years	43	43
Later than five years	-	-
Total lease commitments	209	209

2018/19	Machinery and equipment	Total
	R'000	R'000
Not later than 1 year	166	166
Later than 1 year and not later than 5 years	208	208
Later than five years	-	-
Total lease commitments	374	374

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

23. Irregular expenditure

23.1 Reconciliation of irregular expenditure

	Note	2019/20	2018/19
		R'000	R'000
Opening balance		39 305	39 305
Prior period error		-	-
As restated		39 305	39 305
Add: Irregular expenditure – relating to prior year		-	-
Add: Irregular expenditure – relating to current year		-	-
Less: Prior year amounts condoned		-	-
Less: Current year amounts condoned		-	-
Less: Amounts not condoned and recoverable	15	-	-
Less: Amounts not condoned and not recoverable		-	-
Closing balance		39 305	39 305
Analysis of awaiting condonation per age classification			
Current year		-	-
Prior years		39 305	39 305
Total		39 305	39 305

Submission made to National Treasury in March 2019 for condonation. Feedback received during 2019/20 indicating that the department need to apply new guidelines issued on how to deal with irregular expenditure. The process involving the loss control function is not finalised.

24. Fruitless and wasteful expenditure

24.1 Reconciliation of fruitless and wasteful expenditure

	Note	2019/20	2018/19
		R'000	R'000
Opening balance		193	193
Prior period error		-	-
As restated		193	193
Fruitless and wasteful expenditure – relating to prior year	24.2	9	-
Fruitless and wasteful expenditure – relating to current year	24.2	23	-
Less: Amounts recoverable	11.2	(16)	-
Less: Amounts written off		-	-
Closing balance		209	193

Investigation not finalised and/or determination not made.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

24.2 Details of current and prior year fruitless and wasteful expenditure – added current year (under determination and investigation)

Incident	Disciplinary steps taken/criminal proceedings	2019/20 R'000
Traffic Fines		
TeamMate Audit System		16
		16
		-
Total		32

24.3 Details of fruitless and wasteful expenditure recoverable

Incident	2019/20 R'000
Traffic Fines	16
	-
	-
Total	16

25. Related party transactions

The nature of the relationship between CSPS and its related parties is that all the institutions report to the Minister of Police:

South African Police Service

Independent Police Investigative Directorate

Private Security Industry Regulatory Authority

26. Key management personnel

	No. of Individuals	2019/20	2018/19
		R'000	R'000
Officials:			
Level 15 to 16	1	1 886	1 874
Level 14 (including CFO if at a lower level)	7	7 765	7 675
Family members of key management personnel		-	-
Total		9 651	9 549

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

27. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020					
	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	10 121	-	1 169	-	11 290
Transport assets	2 547	-	559	-	3 106
Computer equipment	4 814	-	276	-	5 090
Furniture and office equipment	2 760	-	334	-	3 094
Other machinery and equipment	-	-	-	-	-
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	10 121	-	1 169	-	11 290

27.1 Additions

ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020					
	Cash*	Non-cash**	(Capital Work in Progress current costs and finance lease payments)	Received current not paid (Paid current year received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	1 339	-	(170)	-	1 169
Transport assets	559	-	-	-	559
Computer equipment	276	-	-	-	276
Furniture and office equipment	504	-	(170)	-	334
Other machinery and equipment	-	-	-	-	-
TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS	1 339	-	(170)	-	1 169

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

27.2 Movement for 2018/19

MOVEMENT IN TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019					
	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	9 408	39	674	-	10 121
Transport assets	2 547	-	-	-	2 547
Computer equipment	4 406	60	348	-	4 814
Furniture and office equipment	2 455	(21)	326	-	2 760
Other machinery and equipment	-	-	-	-	-
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	9 408	39	674	-	10 121

Value adjustment between major and minor assets and asset classification

27.2.1 Prior period error

	Note	2018/19
		R'000
Nature of prior period error		
Relating to 2018/19 [affecting the opening balance]		39
Value adjustment between major and minor assets and asset classification		39
		-
Total prior period errors		39

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

27.3 Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2020		
	Machinery and equipment	Total
	R'000	R'000
Opening balance	3 262	3 262
Value adjustments	-	-
Additions	182	182
Disposals	-	-
TOTAL MINOR ASSETS	3 444	3 444
Number of R1 minor assets	-	-
Number of minor assets at cost	2 042	2 042
TOTAL NUMBER OF MINOR ASSETS	2 042	2 042

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2019		
	Machinery and equipment	Total
	R'000	R'000
Opening balance	3 188	3 188
Prior period error	15	15
Additions	59	59
Disposals	-	-
TOTAL MINOR ASSETS	3 262	3 262
Number of R1 minor assets	1 987	1 987
Number of minor assets at cost	-	-
TOTAL NUMBER OF MINOR ASSETS	1 987	1 987

Value adjustment between major and minor assets and asset classification

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

27.3.1 Prior period error

	Note	2018/19 R'000
Nature of prior period error		
Relating to 2018/19 [affecting the opening balance]		15
Value adjustment between major and minor assets and asset classification		15
		-
Total prior period errors		15

28. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020					
	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
SOFTWARE	778	-	-	-	778
TOTAL INTANGIBLE CAPITAL ASSETS	778	-	-	-	778

28.1 Movement for 2018/19

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2018					
	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
SOFTWARE	704	-	74	-	778
TOTAL INTANGIBLE CAPITAL ASSETS	704	-	74	-	778

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

29. Immovable Tangible Capital Assets

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020					
	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000		R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	22	-	-	-	22
Dwellings					
Non-residential buildings	22	-	-	-	22
Other fixed structures					
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	22	-	-	-	22

29.1 Movement for 2018/19

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019					
	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	22	-	-	-	22
Dwellings					
Non-residential buildings	22	-	-	-	22
Other fixed structures					
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	22	-	-	-	22

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

30. Prior period errors

30.1 Correction of prior period errors

	Note	Amount before error correction	Prior period error	Restated Amount
		2018/19	2018/19	2018/19
		R'000	R'000	R'000
Assets: Movable tangible capital and minor assets				
Value adjustment between major and minor assets and assets classification	27.2	10 082	39	10 121
Value adjustment between major and minor assets and asset classification	27.3	3 247	15	3 262
Net effect		13 329	54	13 383

Differences was found between the values in the asset register between major and minor assets as well as the asset classification.

31. BROAD BASED BLACK ECONOMIC EMPOWERMENT PERFORMANCE

Information on compliance with the B-BBEE Act is included in the Annual Report under the section titled B-BBEE Compliance Performance Information.

ANNEXURES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2020

ANNEXURE 1A

STATEMENT OF CONDITIONAL GRANTS AND OTHER TRANSFERS PAID TO MUNICIPALITIES

NAME OF MUNICIPALITY	GRANT ALLOCATION				TRANSFER				SPENT				20XX/YY		
	DORA and other transfers	Roll Overs	Adjustments	Total Available	Actual Transfer	Funds Withheld	Re-allocations by National Treasury or National Department	Amount received by municipality	Amount spent by municipality	Unspent funds	% of available funds spent by municipality	Division of Revenue Act	Actual transfer	R'000	R'000
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000	%	R'000	R'000	R'000	R'000
City of Tshwane-License fees	6	-	2	8	6	2	-	6	6	6	-	6	6	6	6
TOTAL	6	-	2	8	6	2	-	6	6	6	-	6	6	6	6

ANNEXURES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2020

ANNEXURE 1B

STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

DEPARTMENTAL AGENCY/ ACCOUNT	TRANSFER ALLOCATION				TRANSFER		2019/20 Final Appropriation R'000
	Adjusted Appropriation	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	
	R'000	R'000	R'000	R'000	R'000	%	
Safety and Security Sector SETA	189	-	-	189	189	100%	176
TOTAL	189	-	-	189	189	100%	176

ANNEXURES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2020

ANNEXURE 1C

STATEMENT OF TRANSFERS TO HOUSEHOLDS

	TRANSFER ALLOCATION			EXPENDITURE		2018/19 Final Appropriation R'000	
	Adjusted Appropriation Act	Roll Overs	Adjustments	Total Available	Actual Transfer		% of Available funds Transferred
	R'000	R'000	R'000	R'000	R'000		%
Transfers							
Leave Gratuity	93	-	197	290	277	96%	
Early Pension Penalty	125	-	-	125	125	100%	
	218	-	197	415	402	97%	
TOTAL	218	-	197	415	402	97%	
						19	

ANNEXURES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2020

ANNEXURE 2

INTER-GOVERNMENT PAYABLES

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL		Cash in transit at year end 2019/20 *	
	31/03/2020	31/03/2019	31/03/2020	31/03/2019	31/03/2020	31/03/2019		
	R'000	R'000	R'000	R'000	R'000	R'000	Payment date up to six (6) working days before year end	Amount
DEPARTMENTS								
Current								
Department of Justice and Constitutional Development	-	-	-	92	-	92	-	-
Department of Social Development	-	-	-	78	-	78	-	-
Subtotal	-	-	-	170	-	170	-	-
Non-current								
Department of Justice and Constitutional Development	-	-	-	15	-	15	-	-
Subtotal	-	-	-	15	-	15	-	-
TOTAL	-	-	-	185	-	185	-	-

ANNEXURES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2020

ANNEXURE 3

CLAIMS RECOVERABLE

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total		Cash in transit at year end 2019/20 *	
	31/03/2020	31/03/2019	31/03/2020	31/03/2019	31/03/2020	31/03/2019	Receipt date up to six (6) working days after year end	Amount
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
Department								
Independent Police Investigative Directorate	-	-	370	-	370	-	-	-
Public Service Commission	21	-	-	-	21	-	-	-
	21	-	370	-	391	-	-	-
Other Government Entities								
PSETA	69	-	-	-	69	-	-	-
	69	-	-	-	69	-	-	-
TOTAL	90	-	370	-	460	-	-	-

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2020

ANNEXURE 4

INTER-ENTITY ADVANCES PAID (note 14)

ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL	
	31/03/2020	31/03/2020	31/03/2020	31/03/2020	31/03/2020	31/03/20YY
	R'000	R'000	R'000	R'000	R'000	R'000
NATIONAL DEPARTMENTS						
Government Communication and Information System (GCIS)	8	-	-	-	8	-
Subtotal	8	-	-	-	8	-
TOTAL	8	-	-	-	8	-

NOTES

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