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**OVERVIEW AND ANALYSIS OF THE COUNCIL ON HIGHER EDUCATION (CHE)
2012/13 ANNUAL REPORT**

1. Introduction

The purpose of this brief is to present an overview and analysis of the Council on Higher Education (CHE) 2012/13 financial and non-financial performance. Council of Higher Education (CHE) plays a vital role in the transformation of higher education system. It analyses policy on higher education and informs the public about them. Their policy analysis expertise enables CHE to advise the Minister of Higher Education and Training as per his request on policy issues and at times proactively.

2. Governance

The CHE has a constituted Council with functional sub-committees. The chairperson of Board's term of office ended by the end of December 2012 and the Board was without a Chairperson in the last quarter of the year under review.

Questions:

- Has the Minister appointed a Chairperson of Board? If yes, when?
- Were there any challenges experienced by the Board as a result of the absence of the chairperson?

3. Performance overview under the review period

Of the total number of 36 targets planned for the year, 10 were not achieved during the year under review. This represents 28 percent of the total planned targets that were not achieved during the year under review.

3.1 Programme Analysis

The entity has 25 programmes. Under these programmes the entity had set 36 targets. Although the entity did not achieve all its targets, there were areas where the entity exceeded the target. For example, instead of having one project in progress, the entity has 2 projects in progress, instead of having 2 publications, the entity has 4 publications, instead of having 3 forums, and the entity had 6 forums. Also the entity was pro-active as it gave the Minister an advice on the status of agricultural and other colleges.

The entity was supposed to do 3 consultations on models for qualification types and fields/subject specific standard. However, the entity did not achieve this target and this target has been carried over to the 2013/14 financial year. The entity was supposed to have carried 3 institutional reviews of public higher education institutions, but none was conducted. These



Studies, Communication, Journalism and Related Studies, Health Professions and related Clinical Sciences, visual and performing arts?

- Is it because there is skills shortage in these sectors?

4. Human resource

The Council has a challenge with regard to recruitment and retention of staff. During the year under review, 10 staff members left the service of the Council and in the same year 12 joined. The overall turnover was 23.8 per cent. Reasons for leaving are lack of career growth and remuneration packages. At the top senior level the challenge of retaining staff is large partly linked to the fact that the Council's remuneration framework is not competitive with remuneration levels in higher education institutions.

Questions:

- The Council developed recruitment and retention strategy which was approved by the Council and was awaiting the approval of the Minister. Has the Minister approved the strategy?
- Does the strategy include all the level grades? If not why?

4. Report of the Auditor-General

4.1. Audit opinion

CHE has maintained its record of obtaining unqualified audit opinions but there are findings. The findings of the Auditor-General (AG) were made on compliance with laws and regulations.

4.2. Usefulness and reliability of reported performance information

There were no material findings on the annual performance report concerning usefulness and reliability of reported performance information.

4.3. Achievement of planned targets

On the achievement of planned, the AG's finding is that of the 36 targets planned for the year, 10 were achieved during the year under review. This represents 28 per cent of the total planned targets that were not achieved during the year under review.



- Leadership of the Council exercise its oversight responsibility regarding financial reporting and related internal controls.

9. REFERENCES

Council on Higher Education (2013) Annual Report 2012/13

National Treasury (1991) Public Finance Management Act No.1 of 1999