

# TRANSPORT EDUCATION AND TRAINING AUTHORITY

## PRESENTATION TO PARLIAMENT

20 MAY 2015



higher education  
& training

Department:  
Higher Education and Training  
REPUBLIC OF SOUTH AFRICA



Transport Education Training Authority

*Heart of Skills Innovation*





1. SECTOR OVERVIEW
2. STRATEGY CONTEXTUALISATION
3. STRATEGIC PRIORITIES
4. ANNUAL PERFORMANCE PLAN & SERVICE LEVEL AGREEMENT
5. FUTURE STRATEGIC INITIATIVES
6. SHORT TERM IMPLEMENTATION PRIORITIES





## OUR STRATEGIC INTENT

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### **Our Vision**

To be at “The Heart of Skills Innovation” in the Transport Sector.

### **Our Mission**

To provide an innovative Quality Assurance and Skills Development (QASD) Framework to the Transport Sector by exceeding the SLA and stakeholder requirements in a cost effective manner by our motivated competent people.

### **Our Values**

Trust, Respect, Responsibility, Accountability, Positive Attitude, Commitment, Innovation





## TETA GEOGRAPHICAL FOOTPRINT

- Head Office of TETA is in Randburg;
- TETA comprises 8 chambers / subsectors;
- Two coastal offices strategically positioned to cater for Maritime and Freight Handling sub-sectors;
- Other 6 chambers are located in the Head Office and have provincial foci in their KRAs;
- 3 TVET offices in Limpopo – Lephalale, Vhembe and Senwabarwana
- Staff complement = 103

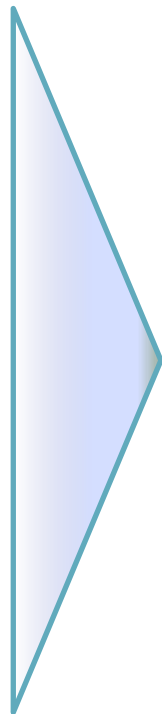




Our subsectors are:

## 8 TETA chambers / subsectors

1. Aerospace
2. Maritime
3. Rail
4. Road Freight
5. Road Transport
6. Taxi
7. Freight Handling
8. Clearing & Forwarding



| Modal Classification of TETA Chambers   |   |  |
|---|---|--|
| Air   | Sea   | Land                                       |
| Aerospace   | Maritime  | Rail; Road Freight<br>Road Passenger; Taxi |
| Intermodal/Multimodal   |   |  |
| Forwarding & Clearing; Freight Handling   |   |  |
| Logistics   | Supply Chain Management   |  |
| Aerospace; Forwarding & Clearing; Freight Handling; Maritime Rail; Road Freight; Road Passenger; Taxi | Forwarding & Clearing<br>Freight Handling   |  |
| Passenger   | Freight   |  |
| Aerospace; Maritime; Rail; Road Passenger; Taxi   | Aerospace Forwarding & Clearing<br>Freight Handling; Maritime; Rail; Road Freight |  |

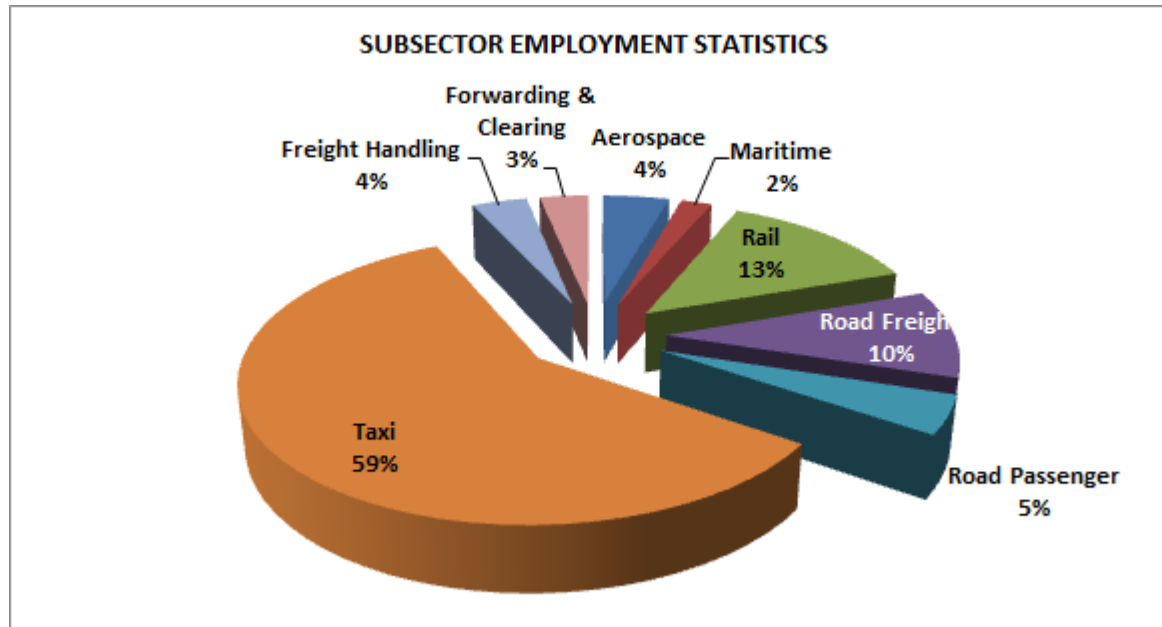
*Source: TETA Annual Report 2013/2014*





## SUBSECTOR EMPLOYMENT

The following pie-chart shows a breakdown of subsector contribution to employment



| Aerospace | Maritime | Rail   | Road Freight | Road Passenger | Taxi    | Freight Handling | Forwarding & Clearing | Total   |
|-----------|----------|--------|--------------|----------------|---------|------------------|-----------------------|---------|
| 30,000    | 14,000   | 90,000 | 70,000       | 30,600         | 400,000 | 25,000           | 22,000                | 681,600 |

TETA Sector Skills Plan 2014 Update





## SECTORAL CHALLENGES

The Transport Sector is characterized by several challenges that impact and inform the delivery of skill development solutions in this sector, as follows:

| CHALLENGES   | MITIGATING INTERVENTIONS   |
|--|--|
| Women and are under-represented in the transport sector.   | <ul style="list-style-type: none"><li>• Outreach programmes to schools to encourage women to choose Transport careers.</li><li>• 'Adopt-a-School' national support program for 56 disadvantaged schools across 9 provinces.</li><li>• TETA plans to implement a Transport Leadership Development Programme for women</li></ul> |
| A large number of transport companies are either exempted from paying skills levies or operate informally. | TETA is empowering small business through training and mentorship to foster formalization, growth, sustainability and ultimately levy-paying status.   |
| Casualization of employment is a peculiarity of the Transport sector.                                      | <ul style="list-style-type: none"><li>• TETA encourages employer constituencies to support Decent Work principles.</li><li>• Our objective is always to develop and support qualifications that lead to formal employment.</li><li>• TETA is in joint taxi formalisation advocacy campaign with the UIF</li></ul>              |



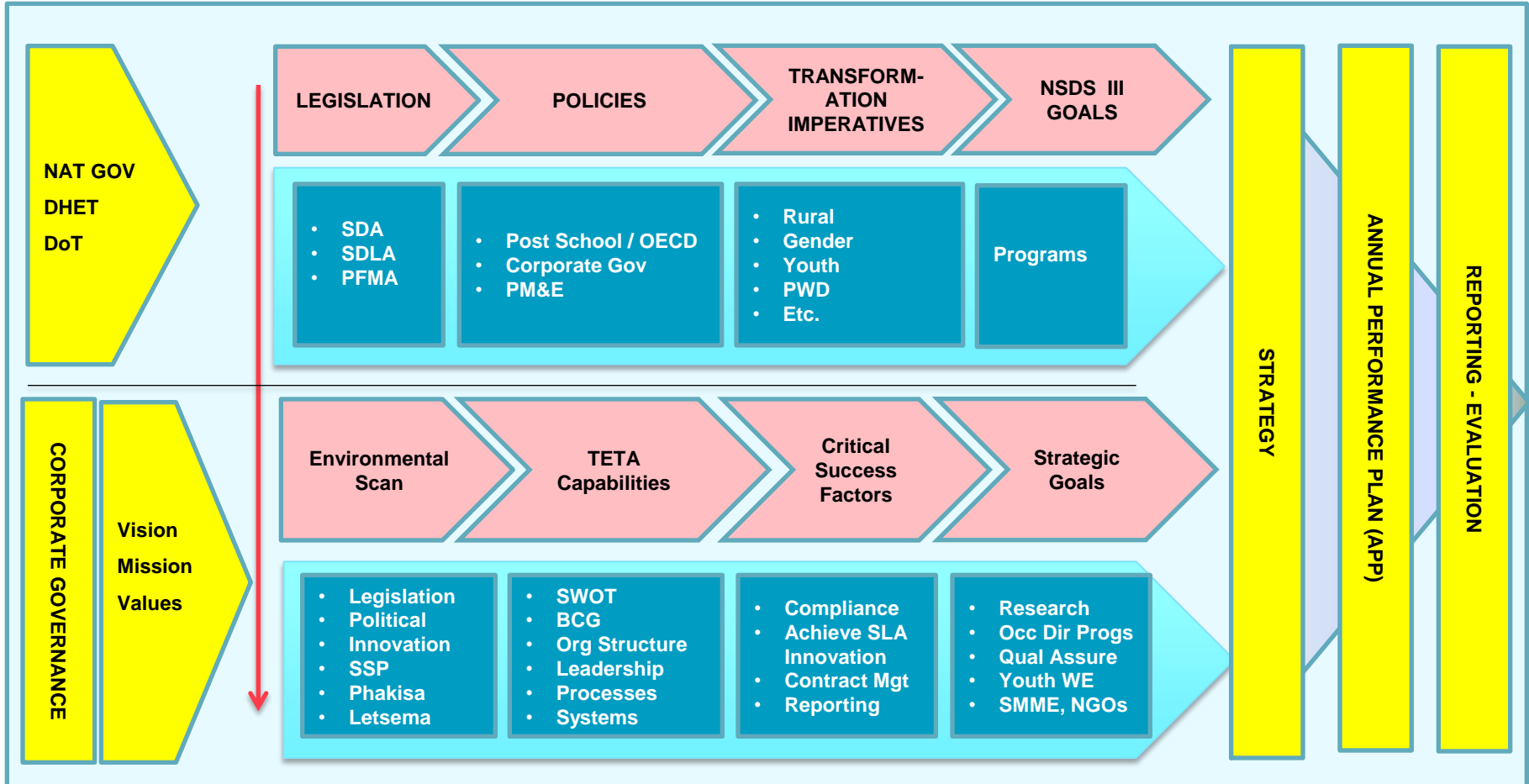
## SECTORAL CHALLENGES

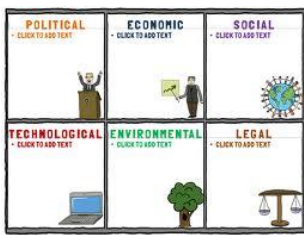
| CHALLENGES   | MITIGATING INTERVENTIONS   |
|--|--|
| HIV/AIDS has impacted negatively on the Sector and the level of infection is above the national average in Road subsectors.                      | <ul style="list-style-type: none"><li>• The TETA Professional Driver qualification has an HIV/AIDS unit standard that serves to raise awareness on protection against the disease.</li><li>• TETA is funding HIV/AIDS awareness campaigns in collaboration with employers, NGO's and organs of state in various provinces.</li></ul> |
| Of the 50 TVET colleges, only 8 offer Transport-related NCV.   | TETA is funding TVET lecturer capacitation, curriculum development, artisan development, bursary and student work integrated learning as well as accreditation.  |
| Management development remains a critical area for redress of skills disparities in the Transport Sector, especially for women and young people. | <ul style="list-style-type: none"><li>• TETA is funding International Leadership Development Programmes for middle level employees.</li><li>• TETA is funding International Executive Development Programme for senior managers.</li></ul>   |
| Carbon emissions from road transport activities pose a threat to the environment   | <ul style="list-style-type: none"><li>• TETA to fund post graduate studies in Green economy innovation and research.</li></ul>   |
| Limited credible Labour Market data could lead to under-investment in critical skills and over-investment in less critical skills.               | <ul style="list-style-type: none"><li>• TETA will continue to foster research partnerships with HEIs and local/international research institutions.</li></ul>  |





# OUR STRATEGY FRAMEWORK





# PESTEL ANALYSIS

## POLITICAL:

- SETA landscape, changing political focus areas, changing SETA goals and focus areas
- Cabinet reshuffles may result in new projects and discarding of the old.
- SETA mandate stretching, but with same budget
- Letsema and Operation Phakisa initiatives.

## ECONOMIC:

- SA economic growth low; low opportunity for employment
- Labour issues retarding employment, leading to possible automation of industry
- Need economic growth to increase employment opportunities

## SOCIETAL:

- HIV/AIDS
- Rural areas are difficult to research; reliance on technology excludes rural role-players.
- Significant societal disparities between provinces (e.g. rural and urban).

## TECHNOLOGY:

- Shift to technology increases elitist group of participants;
- Severe connectivity / power / communication challenges for semi-urban and rural population
- Opportunity to access existing and new research information.

## ENVIRONMENT:

- Focus on clean environment and green economy provides opportunity of research and awareness programmes;
- Research a growth environment in NSDS III; TETA can use this opportunity to grow knowledge base on the subject

## LEGISLATION:

- POPI, BBEEE Charter, SETA landscape to affect TETA strategy
- Post School White Paper required reassessment and tuning of TETA delivery approach.



# TETA SWOT ANALYSIS

## STRENGTHS

- Levy income level
- Innovation
- International footprint in collaboration
- Decisive leadership
- Good governance
- Multi-skilled & multi-disciplinary management team
- Strong culture
- Good staff morale
- Transport Sector - notable economic driver

## WEAKNESSES

- Inadequate TETA provincial representation / presence
- Lack of integrated ICT systems
- Inadequate communication and Public Relations capability
- Lack of knowledge repository / loss of institutional memory
- Resource constraints

## OPPORTUNITIES

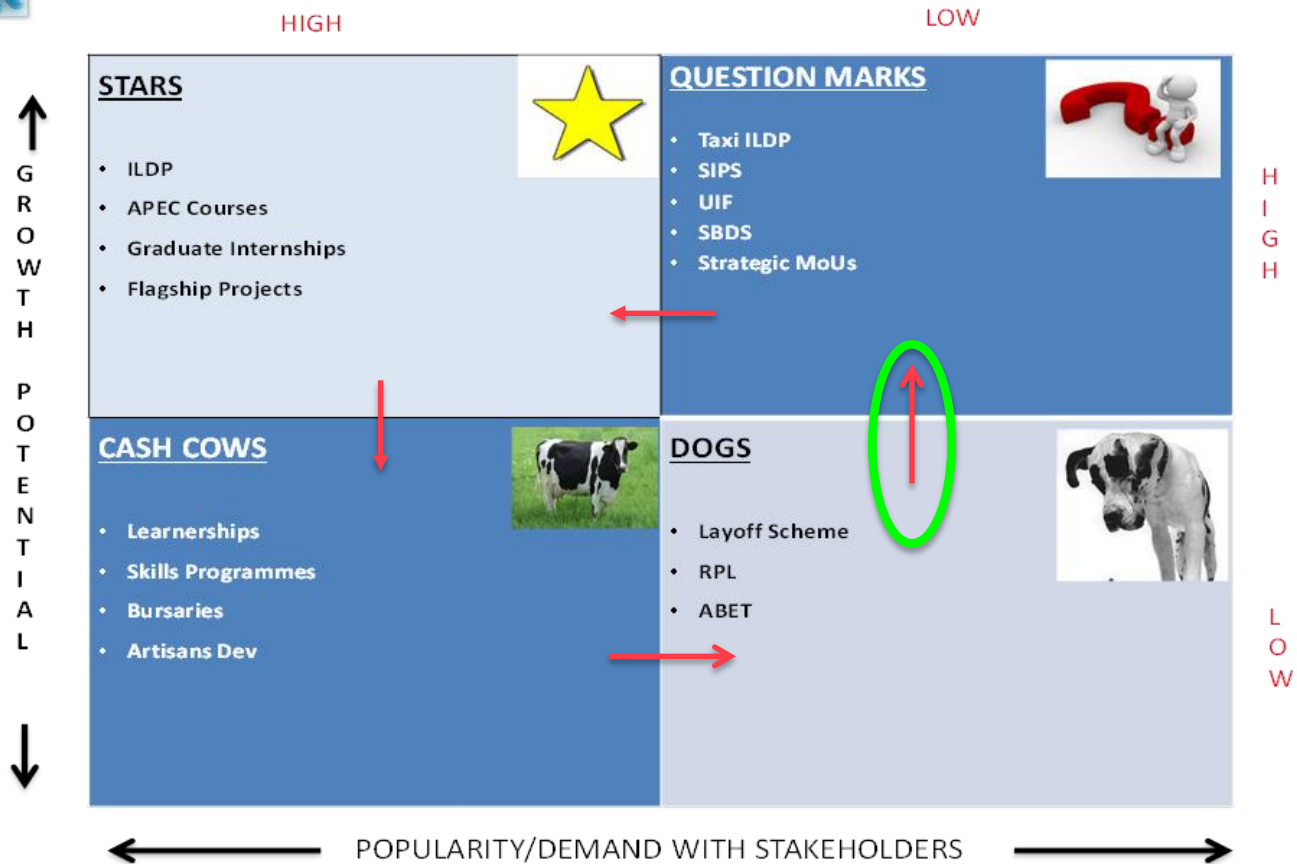
- Sector skills deficit and high unemployment
- Relicensing
- Lead role for TETA - National priorities (Phakisa, Letsema, etc.)
- Improved stakeholder relations
- Clustering of SETAs – TETA can play leading role

## THREATS

- Lack of control over SDL contributions from employers
- Inadequate administration fee (10%) and capping of expenditure
- Amalgamation / clustering of SETAs
- Devolution of QCTO functions to new structures
- Competition from other SETAs
- Changes in Government or regulations
- Negative media exposure
- New Transport Sector BBBEE Charter



# PROGRAMME ANALYSIS



- The outputs of the BGC analysis highlight programmes that are likely to achieve higher traction and impact in the Sector and consequently derive the highest value per Rand invested;
- The matrix also identifies programmes for advocacy prioritisation and the need for capacitation of facilitators to stimulate uptake, e.g. RPL and ABET/AET



| CHALLENGES  | MITIGATION  |
|---|---|
| <p><b>Budgetary constraints make local presence in the provinces difficult to achieve.</b></p>                              | <p><b>TETA is exploring alternatives within for broader geographical foot print within existing budget.</b></p>   |
| <p><b>Inadequate ICT systems integration .</b></p>  | <p><b>TETA is finalising an ICT strategy.</b></p>   |
| <p><b>Competing and demanding priorities in different subsectors of transport.</b></p>                                      | <p><b>TETA engages with its stakeholders and strives to leverage on existing partnerships.</b></p>  |
| <p><b>Skills development needs exceed the budget.</b></p>   | <ul style="list-style-type: none"> <li>• <b>TETA prioritises programmes with most impact;</b></li> <li>• <b>TETA leverages partnerships in the delivery of its programmes.</b></li> </ul>                       |
| <p><b>Low uptake of some programmes of national strategic importance, such as ABET/AET, RPL and Layoff Scheme.</b></p>      | <p><b>TETA continue to identify programmes for advocacy prioritisation and widen capacitation of TVET facilitators to stimulate uptake and properly delivery of RPL, ABET/AET, etc.</b></p>                     |
| <p><b>TVET lack of competency and capacity in Transport-based studies limits reach and traction of related studies.</b></p> | <p><b>TETA has earmarked at least 8 TVET colleges for accreditation in Transport-related qualifications and financially supporting them to establish facilities for Maritime, Transport logistics, etc.</b></p> |



## CRITICAL SUCCESS FACTORS

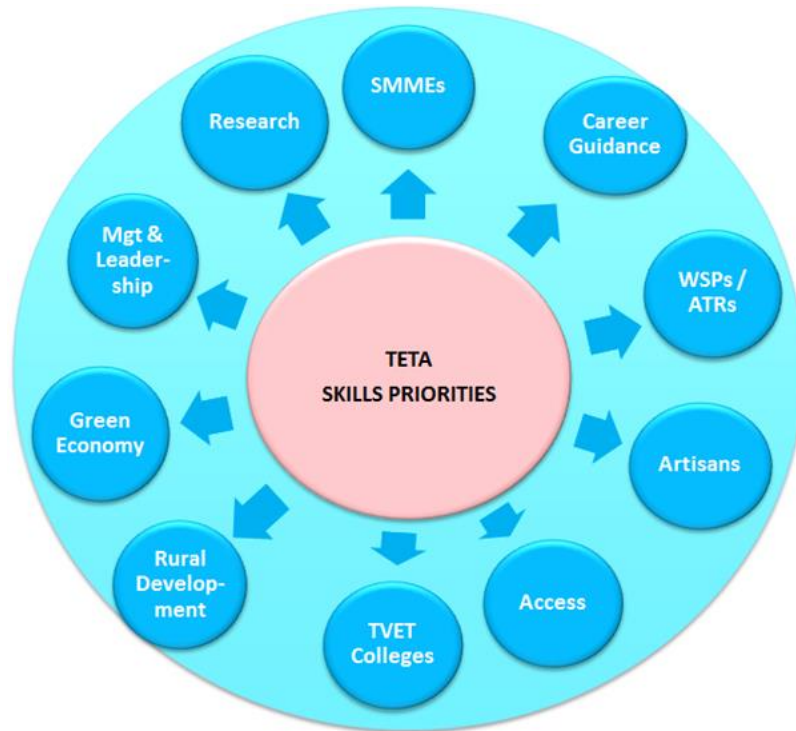
**Critical Success Factors (CSFs) have a bearing on the achievement of our mission and positioning of TETA as the authority across all its subsectors; CSFs, therefore, have to be addressed as a matter of priority. We have identified the following CSFs for TETA:**

- **Achievement of SLA targets.**
- **Effective contract management;**
- **Competent, diligent and professional staff who have recognised expertise in our subsectors;**
- **Increased stakeholder participation (levy-paying and WSPs returns);**
- **Completions and closure of old contracts: 2010, 2011 and 2012;**
- **Effective institutional and industry collaborations;**
- **Comprehensive, robust and contemporary policies that are in tune with emergent demands on SETAs;**
- **Recognition of TETA as a champion and an important partner in all Transport-related innovative initiatives, such as Operation Phakisa, Aviation Letsema, etc.**
- **Agility of our resources, processes and systems in their response and alignment to emergent national dictates and priorities;**





## APP TOP 10 PRIORITIES



- We have integrated national priorities and transformation imperatives to develop TETA's 10 strategic priorities that drive all our skills programmes, stakeholder capacitation and research.
- Our strategic priority wheel provides locus of our interventions and therefore optimises our resource allocation.







## STRATEGIC GOALS

| STRATEGIC GOALS                          | DESCRIPTIONS   |
|--|--|
| <b>Strategic Goal 1</b><br>(Programme 1) | Establish a credible Transport Sector institutional mechanism for skills planning, create and sustain research capacity on labour markets within TETA. |
| <b>Strategic Goal 2</b><br>(Programme 2) | Increase access to occupationally directed programmes within the Transport Sector  |
| <b>Strategic Goal 3</b><br>(Programme 3) | Strengthening the quality assurance system   |
| <b>Strategic Goal 4</b><br>(Programme 4) | A post-school strategy for youth for further access and work experience to improve employability   |
| <b>Strategic Goal 5</b>                  | Small Enterprise, Cooperatives, NGOs, CBOs and SMME Initiatives Support and Sustainability   |

- Strategic goals guide all our programmes and define the boundaries of all our Discretionary and Mandatory Grant funding;
- Our strategic goals are rolled down into SMART indicators to enable their tracking and measurement.

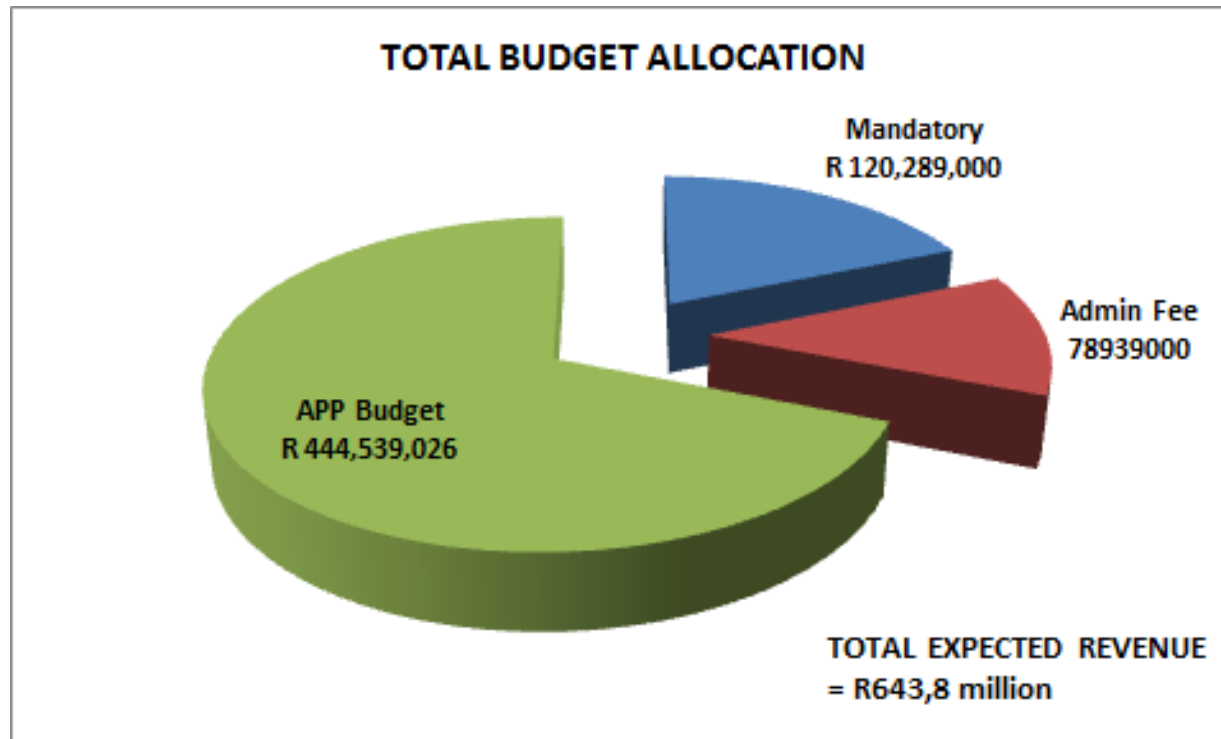






## 2015/16 BUDGET ALLOCATION

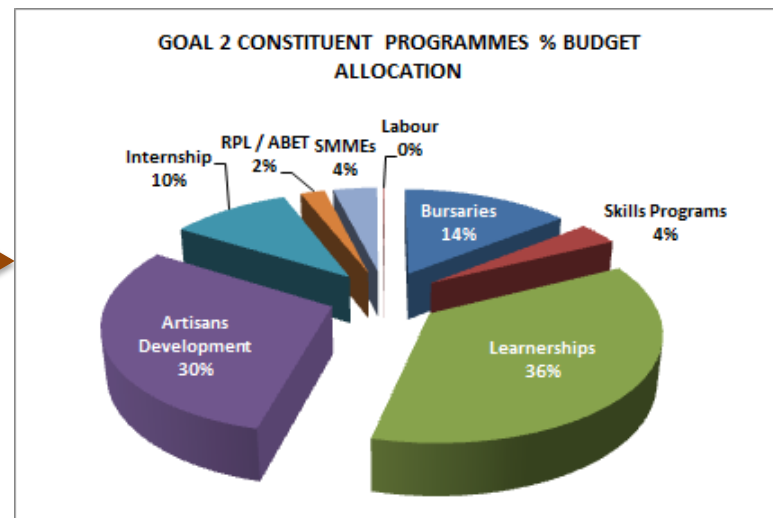
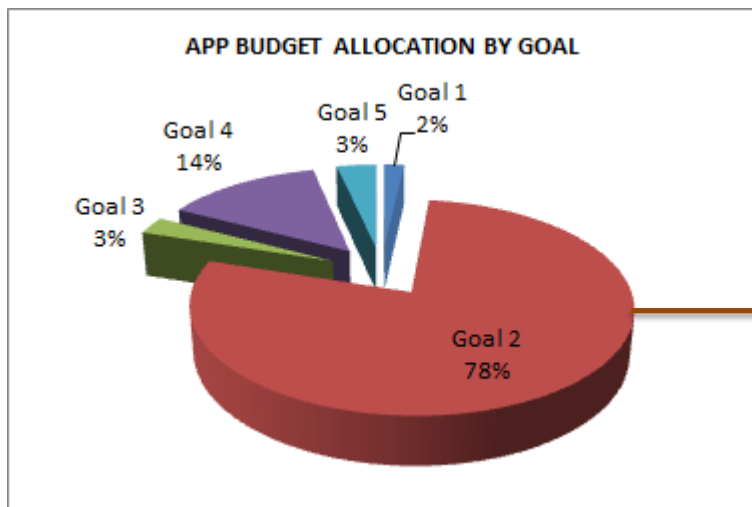
The capped total spending for TETA for the 2015/16 Financial Year is R626, 7 million and the total expected revenue is R643, 8 million. TETA will apply to National Treasury through the Department of Higher Education and Training for the removal of the expenditure capping as the Annual Performance Plan for 2015/16 would be underfunded by R17,1 million.





## 2015/16 APP BUDGET ALLOCATION

- Goal 2: 'Occupationally Directed Programs' is the core goal and takes up 78% of the APP budget , as illustrated below.
- 2015/16 APP has prioritised Learnerships and Artisan Development, respectively at 36% and 30% of total programme budget.



| Research    | Occupationally Directed Progs | Quality Assurance | Youth Employability | SMMEs/NGOs/COBs/Labour | TOTAL                |
|-------------|-------------------------------|-------------------|---------------------|------------------------|----------------------|
| Goal 1      | Goal 2                        | Goal 3            | Goal 4              | Goal 5                 |                      |
| R 7,890,500 | R 347,568,405                 | R 12,289,621      | R 61,114,824        | R 15,675,676           | <b>R 444,539,026</b> |
| 2%          | 78%                           | 3%                | 14%                 | 4%                     | <b>100%</b>          |



## TETA-DHET 2015-2016 SLA

| NSDS III GOAL   | PERFORMANCE INDICATORS                                       | TARGET                    |      |
|---|--|---------------------------|------|
| Establishing a credible institutional mechanism for skills planning | <b>PARTICIPATION - WSP &amp; ATR</b>                         |                           |      |
|   | Large Firms  | 230                       |      |
|   | Medium Firms   | 230                       |      |
|   | Small Levy Paying Firms                                      | 245                       |      |
| Increase access to occupationally directed programmes               | <b>UNEMPLOYED PERSONS</b>                                    |                           |      |
|   | Entered Learnerships   | 2000                      |      |
|   | Entered Bursaries  | 150                       |      |
|   | Entered Internships  | 205                       |      |
|   | Entered Skills Programmes                                    | 850                       |      |
|   | Completed Learnerships                                       | 2768                      |      |
|   | Completed Bursaries  | 201                       |      |
|   | Completed Internships  | 66                        |      |
|   | Completed Skills Programmes                                  | 2152                      |      |
|   | Artisans Entered   | 743                       |      |
|   | Artisans Completed   | 743                       |      |
|   | Encouraging better use of workplace-based- skills programmes | <b>EMPLOYED / WORKERS</b> |      |
|   |  | Entered Learnerships      | 1500 |
| Entered Bursaries   |  | 100                       |      |
| Entered Skills Programmes   |  | 500                       |      |
| Completed Learnerships  |  | 833                       |      |
| Completed Bursaries   |  | 201                       |      |
| Completed Skills Programmes   |  | 3557                      |      |
| Candidacy Programme Entered   |  | -                         |      |
| Candidacy Programme Completed                                       |  | 0                         |      |
| Recognition of prior Learning (RPL)                                 | 100  |                           |      |



- The SLA with DHET sets the minimum performance threshold for TETA and forms the basis of Quarterly Management Reporting;
- Additional performance measures outside of the SLA are reported internally.



| NSDS III GOAL   | PERFORMANCE INDICATORS   | TARGET                 |
|---|--|------------------------|
| Promoting the growth of a public TVET college system that is responsive to sector, local, regional and national skills needs and priorities | TVET Student Placement Entered   | 200                    |
|   | TVET Student Placement Completed   | 86                     |
|   | Universities Student Placement Entered   | 300                    |
|   | Universities Student Placement Completed   | 188                    |
|   | SETA/TVET College Partnerships   | 3                      |
|   | SETA/Universities Partnerships   |                        |
|   | SETA/Employer Partnerships   |                        |
|   | Lecturer Development Programmes Entered  | 100                    |
|   | Lecturer Development Programmes Completed  | 100                    |
|   | Addressing the low level of youth and adult language and numeracy skills to enable additional training | AET Programmes Entered |
| AET Programmes Completed  |  | 1198                   |
| Encouraging and supporting the co-operatives, small enterprises, worker initiatives, NGO and community training Initiatives                 | Cooperatives Supported   | 16                     |
|   | Small Businesses Supported   | 180                    |
|   | NGOs   | 16                     |
|   | NLPE   | -                      |
|   | CBO  | 10                     |
|   | Trade Unions   | 10                     |
| Building Career Guidance and Vocational guidance  | Career Guidance Events (provincial)  | 9                      |



# TETA ALIGNMENT TO 'WHITE PAPER FOR POST-SCHOOL EDUCATION AND TRAINING'

| POLICY ELEMENTS  | STRATEGIES   |
|--|--|
| SETAs to have a narrower focused role  | Align TETA delivery processes and our collaborations in the Sector to focus more on forging closer workplace relationship with education and training institutions to ensure improved information flows and access.  |
| SETAs to play a bigger coordination role between employers, institutions and employees   | Nurture partnerships with stakeholders and facilitate linkages between education institutions and workplaces.  |
| Role of SETAs will be to supply sector-specific, reliable quantitative data to a central planning process  | Enhance our research function and external research partner collaborations to ensure access to reliable data and information.  |
| National Skills Authority will concentrate on monitoring and evaluating SETAs  | Explore ways in which we can work with NSA to understand their requirements so that we enable mutual cooperation mechanisms to ensure successful operation.  |
| Focus on Mandatory Grants will be on the gathering of accurate data on Sector skills needs   | Enhance our research capacity and WSP/ATR information processing accuracy through training of stakeholders on WSP/ATR completion.  |
| SETAs must show alignment between the disbursement and objectives in strategic plans   | Ensure there is alignment between elements of our Strategic Plan and operational processes.  |
| Form partnerships to fund the start-up costs of TVET programmes and subsidise programmes through periods where learner numbers may not be viable | <ul style="list-style-type: none"> <li>• Continually monitor financial viability of TETA-supported TVET colleges to ensure early detection of need for additional assistance. TETA will also assess best ways of providing such assistance;</li> <li>• Our processes will have agility to respond to TVET support requirements.</li> </ul> |
| Establishment of offices representing the SETAs in each college  | Where we are not represented provincially, we will establish partnerships with other SETAs to carry packaged TETA information materials for distribution to interested parties.  |
| Collaboration through the clustering of SETAs.   | TETA will enhance existing collaborative agreements and create new ones with other SETAs in areas of mutual interest or in the value chain.  |



# SUPPORT TO NATIONAL STRATEGIC INITIATIVES

| SUBSECTOR                 | INITIATIVES   | TARGET AREA  | STRATEGIC PROJECTS   | IMPLEMENTING PARTNERS   | FINANCIAL COMMITMENT |
|---------------------------|---|--|--|---|----------------------|
| Rail                      | Strategic Infrastructure Projects (SIPs)  | <ul style="list-style-type: none"> <li>Free State</li> <li>Gauteng</li> </ul>  | SIP 2:<br>Durban-Free State-Gauteng Logistics & Industrial Corridor  | <ul style="list-style-type: none"> <li>OTP</li> <li>Provincial DoT</li> </ul>                   | R20m                 |
|                           |   | <ul style="list-style-type: none"> <li>Western Cape</li> </ul>   | SIP 5:<br>Saldanha – Northern Cape Development Corridor  | <ul style="list-style-type: none"> <li>OTP</li> <li>Provincial DoT</li> </ul>                   | R12m                 |
|                           |   | <ul style="list-style-type: none"> <li>National</li> </ul>   | SIP 7:<br>Integrated Urban Space and Public Transport Programme  | <ul style="list-style-type: none"> <li>PRASA</li> <li>Transnet</li> </ul>                       | R17m                 |
| Maritime                  | Operation Phakisa   | <ul style="list-style-type: none"> <li>KwaZulu Natal</li> </ul>  | <ul style="list-style-type: none"> <li>Ocean Economy</li> </ul>  | Moses Kotane Institute  | R15m                 |
|                           |   | <ul style="list-style-type: none"> <li>Eastern Cape</li> </ul>   | <ul style="list-style-type: none"> <li>Ocean Economy</li> <li>SAIMI</li> </ul>                               | <ul style="list-style-type: none"> <li>Nelson Mandela Bay Municipality</li> <li>NMMU</li> </ul> | R20m                 |
| Aerospace                 | Aviation Industry Transformation Letsema  | National   | <ul style="list-style-type: none"> <li>Transformation Strategy</li> <li>Career guidance Roadshows</li> </ul> | <ul style="list-style-type: none"> <li>YCSA</li> <li>DVS</li> <li>ICAD</li> </ul>               | R13m                 |
| Taxi                      | Express Parcel Delivery Service   | National   | Pilot in selected provinces / regions  | To go on RFP  | R6m                  |
| All subsectors / chambers | <ul style="list-style-type: none"> <li>Artisan Development</li> <li>Recognition of Prior Learning – Backyard Motor Mechanics</li> <li>Small Business Support</li> </ul> | <ul style="list-style-type: none"> <li>Northern Cape</li> <li>Mpumalanga</li> <li>Limpopo</li> <li>North West</li> </ul> | Artisan, Small Business Support and RPL  | <ul style="list-style-type: none"> <li>OTPs</li> <li>Provincial DoTs</li> </ul>                 | R126m                |





## SUPPORT TO NATIONAL STRATEGIC INITIATIVES

### **Operation Phakisa**

TETA will play a pivotal role in the Ocean Economy strategy implementation through:

- Development of internal capacity and expertise on Ocean Economy;
- Continued financial support of Masters & PhD students at World Maritime University;
- Execution of various Ocean Economy projects under the auspices of Moses Kotane Institute;
- TETA will maintain its membership in the SAIMI Task Team and will also partner with LG SETA in support of the Nelson Mandela Bay Municipality development initiatives.

### **Aviation Industry Transformation Letsema**

- TETA is committed to playing a pivotal role in the discussions and subsequent formulation of transformation agenda in the Aviation Industry;
- As part of its contribution in the formulation of the transformation in Aviation, TETA is in the process of researching and developing the Aviation transformation strategy that will guide future funding regimes.

### **Taxi Parcel Delivery Model**

SA Taxi industry remains largely informal with virtually no levy payment. In an effort to structure and formalise this sector of the economy, TETA and Taxi are implementing the parcel delivery program as follows:

- Taxi delegation of 15 went on a study tour to Netherlands ; this group is the nucleus of the implementation team the concept;
- Taxi operators will form cooperatives, with assistance from the National DoT;
- Coaching & mentoring to facilitate speedy implementation of the parcel delivery service to happen by June 2015;



# ACTIONS FOR IMMEDIATE IMPLEMENTATION

| AREA   | ACTIONS  |
|--|--|
| Enterprise contract management and reporting system                            | <ul style="list-style-type: none"> <li>▪ Development and implementation of an integrated contract , financial, records management system that will ensure data integrity and accurate reporting;</li> <li>▪ Stakeholder online data capture facility will be enhanced to cover more functionality.</li> </ul>  |
| Procurement and Contract Management  | <ul style="list-style-type: none"> <li>▪ We will focus on ensuring completions and closure of old contracts, especially those implemented in 2010, 2011 and 2012; this will facilitate release of long committed funds and reallocation of same where there are cancellations;</li> <li>▪ Our supplier database to under cleaning, upgrade and outsourced management to ensure currency and integrity.</li> </ul>  |
| Subject matter expertise within and capacity within TETA                       | <ul style="list-style-type: none"> <li>• Enhancement of subsector subject matter knowledge and expertise through targeted management and executive development programmes.</li> </ul>  |
| Revamped policies and procedures   | <ul style="list-style-type: none"> <li>▪ TETA is in the processing of reviewing its policies with the objective of making them more comprehensive, robust and contemporary to ensure that they are in tune with emergent demands on SETAs;</li> </ul>  |
| Effective global collaboration footprint                                       | <ul style="list-style-type: none"> <li>▪ TETA will enhance and consolidate strategic HRD partnerships locally and abroad;</li> <li>▪ Closer collaboration with National Department of Transport will be fostered.</li> </ul>   |
| Part of think-tank and influencer on all Transport Sector-related initiatives. | <ul style="list-style-type: none"> <li>▪ TETA will position itself as the Transport authority by taking meaningful part in key sector shaping initiatives, such as Operation Phakisa and Aviation Industry Transformation Letsema;</li> <li>▪ We will ensure that TETA is represented in all important strategic fora by the appropriate Executives;</li> <li>▪ TETA will develop skills development and workplace transformation strategies for all it subsectors.</li> </ul> |





- TETA in 2005 invested R200m in Fidentia of which the mandate given was for the funds to be invested with A-Rated Financial Institutions.
- Mandate and Investment concluded by former TETA CEO Piet Bothma with Board approval.
- TETA received from Fidentia and Arthur Brown monthly statements showing Investment Growth.
- Of the total funds invested, Fidentia repaid R15m to TETA and the balance of R185,3m remained invested with Fidentia.
- No further repayments made by Fidentia to TETA despite repeated requests until the FSB placed Fidentia on curatorship. This led to TETA opening a case of fraud against Arthur Brown and his associates . Dr Piet Bothma was dismissed in 2005 and charged criminally.
- Subsequently, TETA AA reviewed its investment policy to ensure that committed funds are only invested with major banks approved by Treasury.
- TETA submitted claim to Curators for R185.3m, which though approved by the curators could not be recovered in full.
- The first amount recovered was R33.3m in June 2013.
- The second amount recovered amounted R457,877 and was received in 2014/15 financial year.
- Though there are remaining Fidentia assets still to be disposed, this does necessarily guarantee substantial investment recovery for TETA.

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**THANK YOU**