

*Applying scientific thinking
in the service of society*



Academy of Science of South Africa (ASSAf) Annual Performance Plan 2022/23



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PART A: OUR MANDATE



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CONSTITUTIONAL MANDATE

ASSAf is the official national science Academy of South Africa established in the **ASSAf Act, No 67 of 2001**. Once funding and other resources were secured, ASSAf became fully operational in 2006.

The mandate of the Academy is to:

- **Promote** and **inspire** outstanding achievements in all fields of scientific enquiry and to grant recognition for excellence
- Proactively, or upon request, undertake studies on matters of public interest to provide **evidence-based scientific advice** to government and other stakeholders



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ASSAf VISION

To be the apex organisation for science and scholarship in South Africa

- **internationally** respected and connected
- membership of the country's most **active scholars** in all fields of scientific enquiry
- collective resource for the professionally-managed generation of **evidence-based solutions** to national problems



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LEGISLATIVE AND POLICY MANDATES

Science and Technology Laws Amendment Act, 2020 (No. 9 of 2020)

To provide for the repeal of sections dealing with matters that are contained in the Public Finance Management Act, 1999, Section 2 of the Academy of Science of South Africa Act, 2001, was amended by the deletion of subsection (2): “(2) The Academy must comply with the provisions of the Public Finance Management Act, 1999 (Act. No. 1 of 1999)”.



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UPDATES ON INSTITUTIONAL POLICIES AND STRATEGIES

COVID-19 pandemic:

- ASSAf has continued with the blended model for office arrangements
- All COVID-19 safety procedures are followed

Transformation Policy:

- ASSAf updated its Transformation Policy in July 2021 following approval from the Human Resources Committee
- The Transformation Strategic Plan was presented to Council in July 2021 and is being finalised by the ASSAf Executive Officer

All ASSAf activities take cognizance of the **POPI Act** which came into effect since 1 July 2021.



UPDATES ON INSTITUTIONAL POLICIES AND STRATEGIES

ASSAf 2020/21 budget alignments - cut by 10%:

Mitigated by:

- Cancelling all travel
- **Virtually** using appropriate technological tools to support its activities
- **Restricted expenditure** in the Administration and Governance Programme to fixed expenditure items
- Conservatively projected expenses for other **consumable** items
- Programme activities supplemented through **contract** funding



PART B: OUR STRATEGIC FOCUS



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ASSAf GOALS



Recognition and reward of excellence

Promotion of innovation and scholarly activity

Promotion of effective, evidence-based scientific advice

Promotion of public interest in and awareness of science and science education

Promotion of national, regional and international linkages

SITUATIONAL ANALYSIS



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ASSAf COUNCIL

President
Prof Jonathan Jansen

Vice-Presidents
Prof Stephanie Burton
Prof Sabiha Essack

General Secretary
Prof Sabiha
Essack

Treasurer
Prof Eugene Cloete

Council Members
Prof Mary Scholes
Prof Refilwe Nancy Phaswana-
Mafuya
Prof Wim De Villiers
Prof Evance Kalula
Prof Julian May
Prof Irvy (Igle) Gledhill
Prof Christian Pirk
Prof Stella Nkomo

NACI representative:
Prof Tawana Kupe

Council Advisor
Prof Thokozani Majozi
Prof Letlhokwa George Mpedi



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PERFORMANCE ENVIRONMENT



Increasing Membership engagement

Becoming more focused on objective and trustworthy evidence-based research addressing national and global priorities using the unique status of the Academy

Harnessing advocacy strategies on behalf of scientists and raising the profile of science in policymaking

Creating an enabling working environment

INTERNAL ENVIRONMENT

The COVID-19 pandemic/riots in KwaZulu-Natal and Gauteng

- ASSAf has been participating in the Disaster Management Forum and contributed to the COVID-19 Country Report, an initiative of the Department of Planning, Monitoring and Evaluation (DPME), in partnership with Government Communications and Information System (GCIS) and the National Research Foundation (NRF).
- Limited travel posed challenges for academic exchange. This required ASSAf to change its policy to stop travel both nationally and internationally until November.

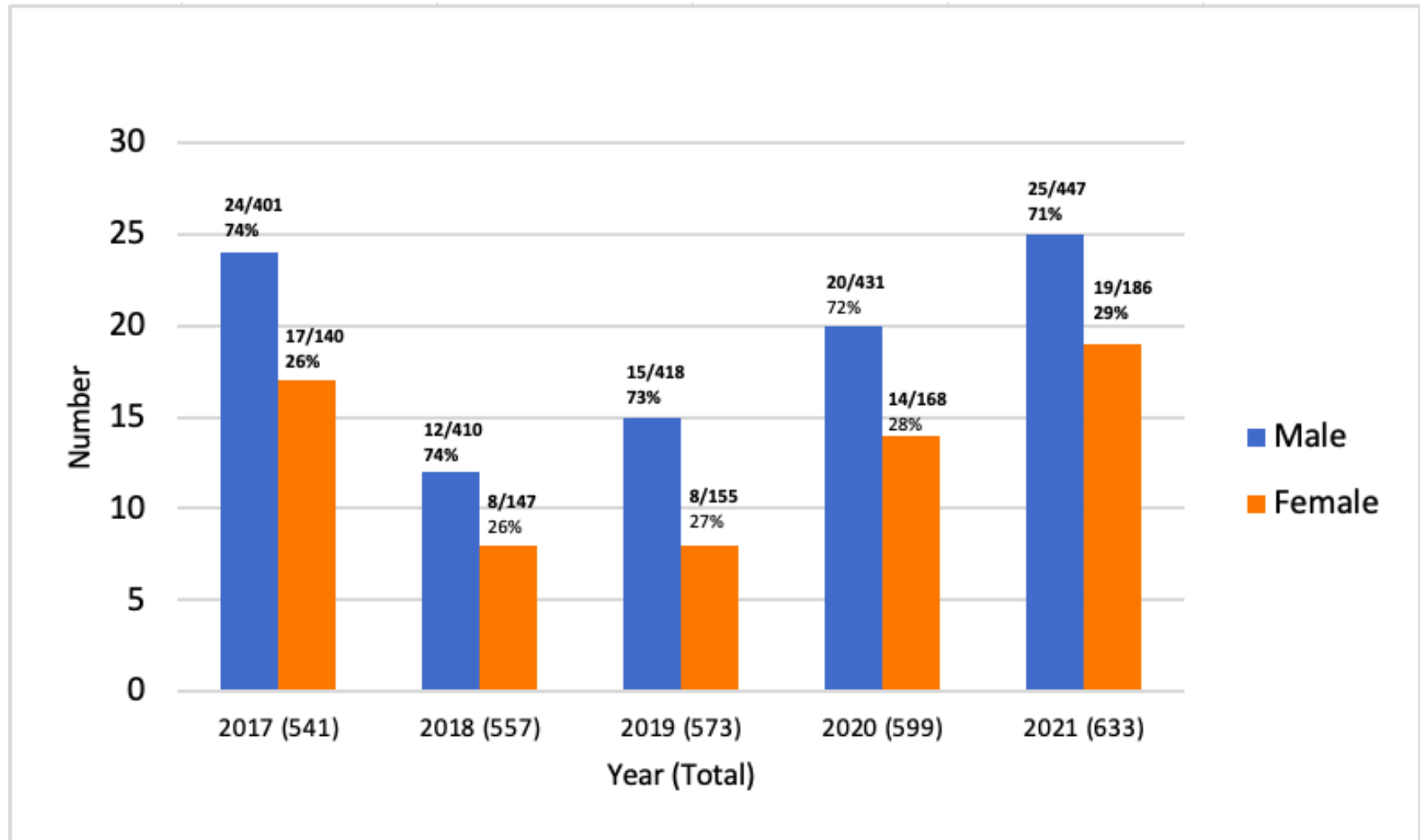


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NEW MEMBERSHIP BY GENDER IN THE PAST 5 YEARS

(Total Membership: 633)

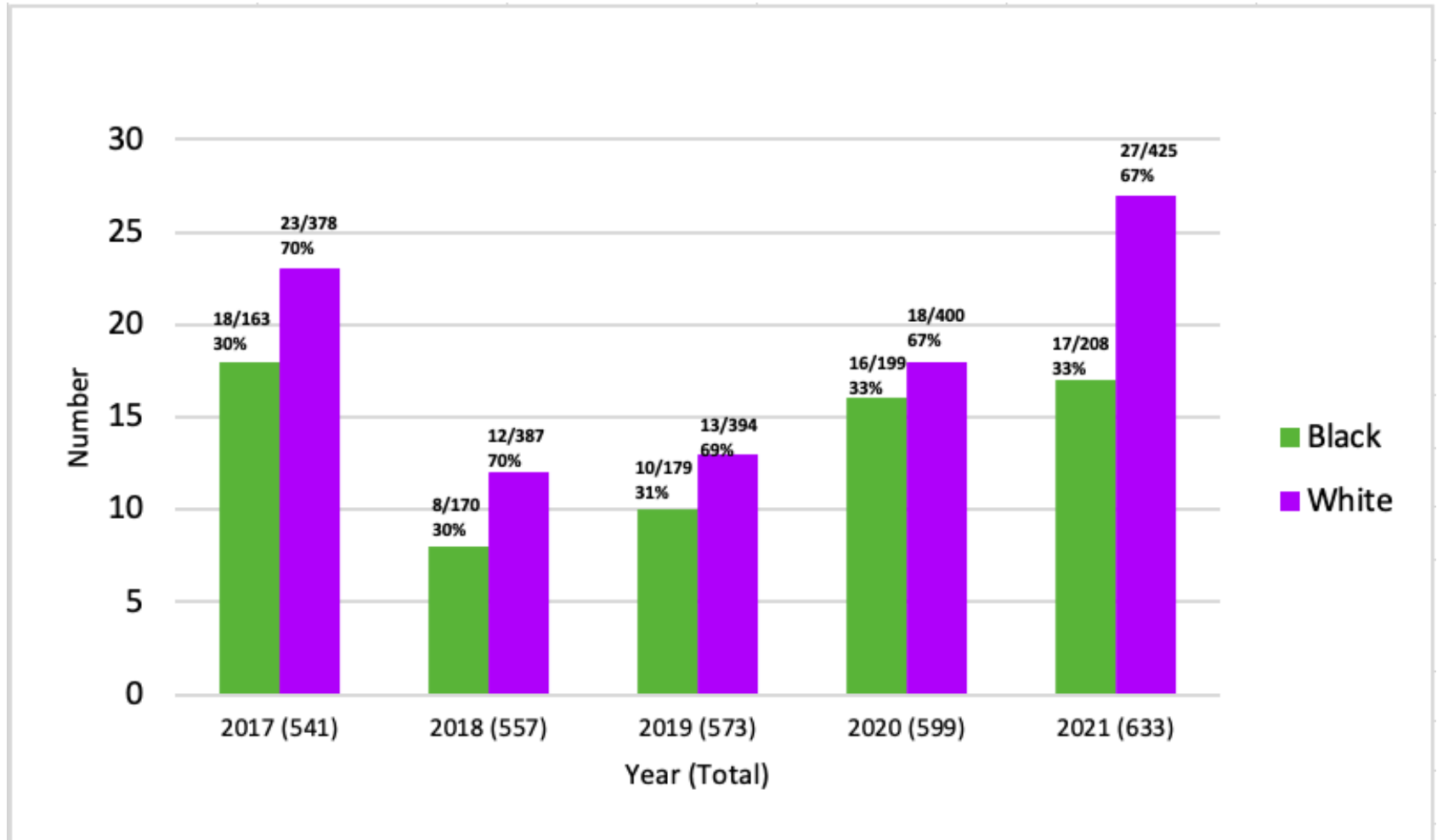


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NEW MEMBERSHIP BY RACE IN THE PAST 5 YEARS

(Total Membership: 633)

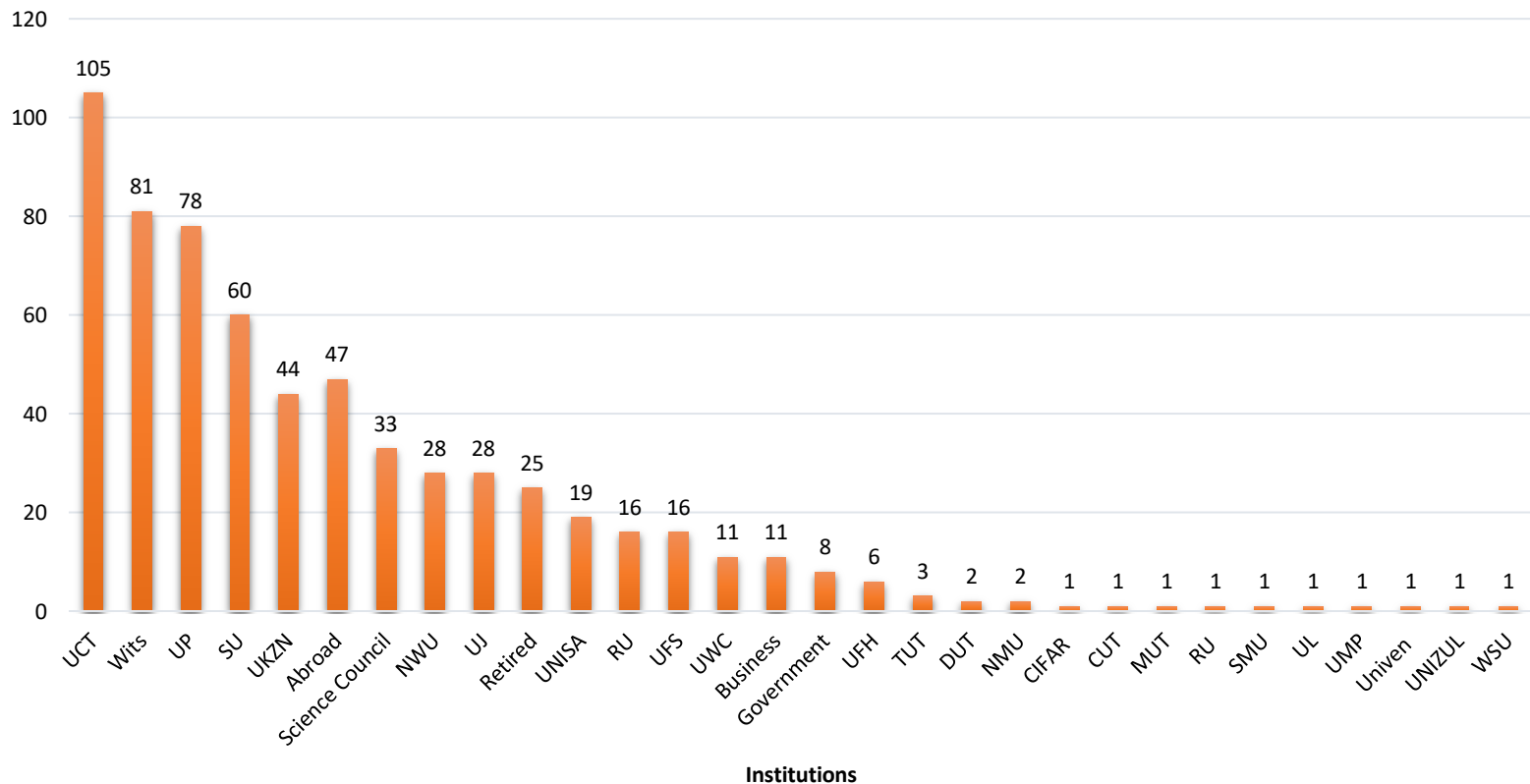


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ASSAf MEMBERSHIP BY INSTITUTION

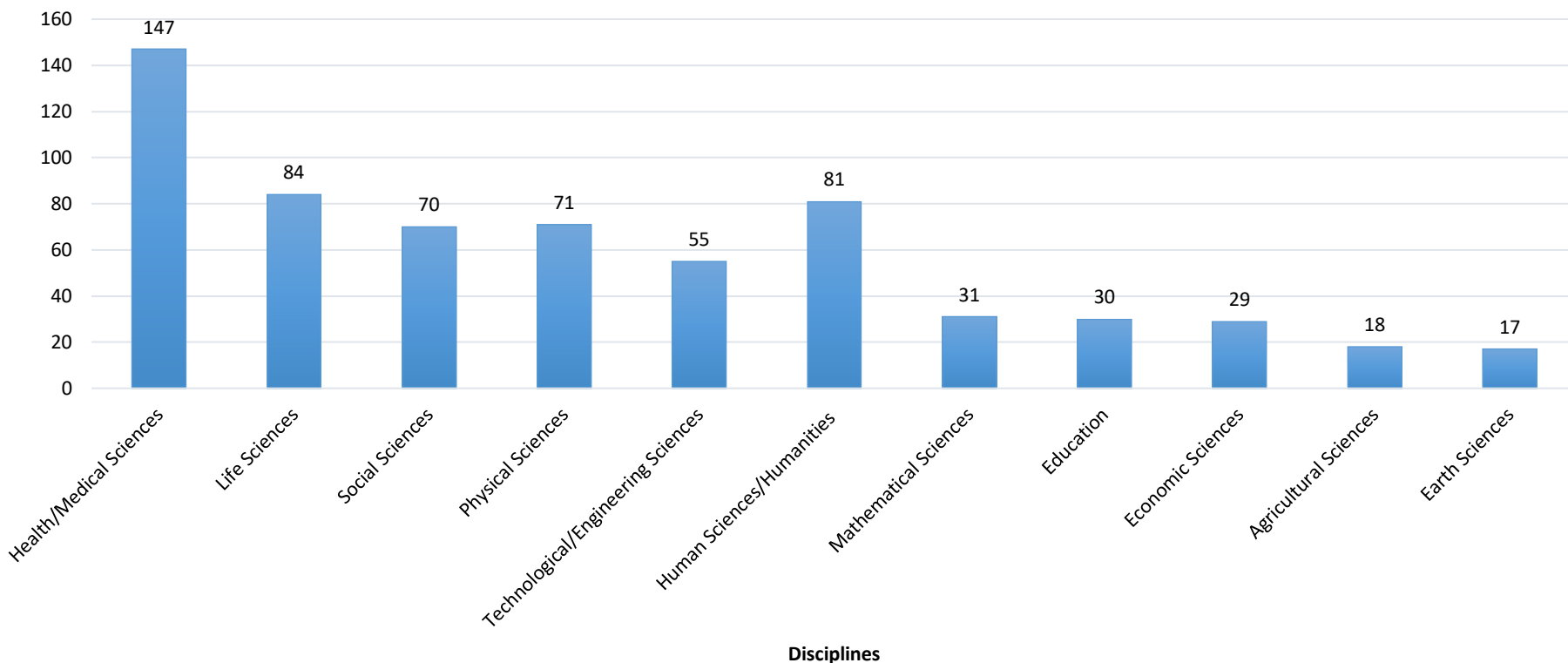
**ASSAf Membership by Institutions: 633 members and
30 institutions/affiliations represented**



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ASSAf MEMBERSHIP BY DISCIPLINE

ASSAf Membership by Disciplines: 633 members and 11 Disciplines represented



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OUTCOMES, OBJECTIVES, IMPACT

Outcome	Envisaged Output	Impact
Programme: Science Advisory Programme		
Independent, authoritative, and influential scientific advice	Produce effective evidence-based multidisciplinary science studies to inform policy and practice for the betterment of society	Greater agility with respect to response to societal challenges. Support for DSI outcomes 1-6. Support for MTSF Priority 1.
Programme: Scholarly Publishing Programme		
Mobilising knowledge	Strengthen interaction and access to ASSAf knowledge resources	Improved ability for research users to access and exploit research. Support for DSI outcome 3,4,5, & 6. Promoting on MTSF Priority 3.
Programme: Liaison Programme		
Facilitating partnerships	Strengthen national, regional and international partnerships and create new ones	New opportunities are created. Promotion of outcomes 1-6 of the DSI and MTSF Priorities 2,3 & 7.
All Programmes		
Science engagement	Promotion of public interest and awareness of science, science education and the value of science in growing the knowledge economy	Increased engagements with the public, members of parliament, industry, policymakers and wider audiences. Promote outcomes 1-6 of the DSI and Priorities 1-7 of the MTSF.
Scholarship support	To promote human capital development investment focusing on women scientists and young scientists	Services are provided that support the development of women and young scientists. Supports DSI outcomes 1 & 3 and MTSF Priority 3.
Supporting transformation	Ensuring organisational and membership transformation with respect to inclusion across gender, race, disciplines, and institutions	The numbers of women, and black scientists have increased. Promoting DSI outcomes 1, 2, & 6 and MTSF Priority 7.

PUBLICATION OUTPUT

Publication Output	Year					Total
	2017	2018	2019	2020	2021	
Consensus Studies and Reports	3	7	3	3	3	19
Proceedings and other Reports	5	4	10	11	3	33
Policymakers' Booklets	-	-	1	1	-	2
Statements	3	2	2	3	6	16
Books	2	-	-	-	1	3
Total	13	13	16	18	13	73



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OPERATIONAL PLAN: PRIORITIES



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TRANSFORMATION

ASSAf's Outcome (6) Supporting transformation, DSI Outcomes 1, 2 & 6 MTSF Priorities 7

- ASSAf recognises that transformation builds a South Africa that is just and equitable.
- ASSAf updated its Transformation Policy in July 2021 following approval from the Human Resources Committee.
- The Transformation Strategic Plan was presented to Council in July 2021 and is being finalised by the ASSAf Executive Officer.
- ASSAf will continue to strive for a Membership that reflects the country's demographics. Achieving an equitable Membership is not only a social imperative but will allow us to harness the rich diversity of ideas and perspectives of our country's people.
- ASSAf also recognises the important role women play in science and will strive to attract women to become Members of ASSAf.



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TRANSFORMATION

ASSAf's Outcome (6) Supporting transformation, DSI Outcome 1, 2 & 6 MTSF Priorities 7

Gender

- OWSD
- *Eliminating Barriers to Women's Participation in Science Study*
- Gender Advisory Committee

ASSAf Membership

Young researchers

- SAYAS
- Lindau Nobel Laureate
- BRICS academies meeting for young researchers
- Future Professors Programme

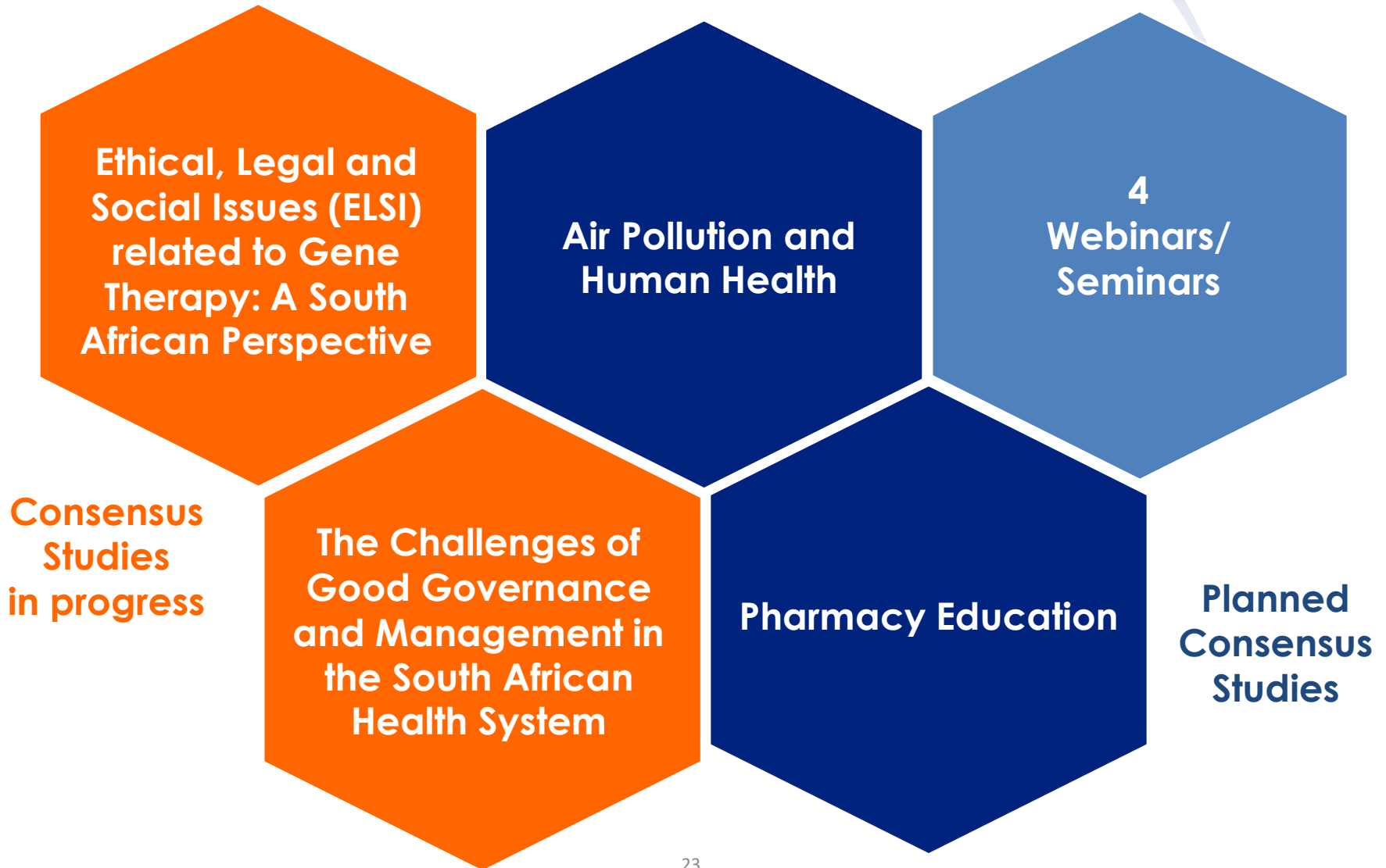


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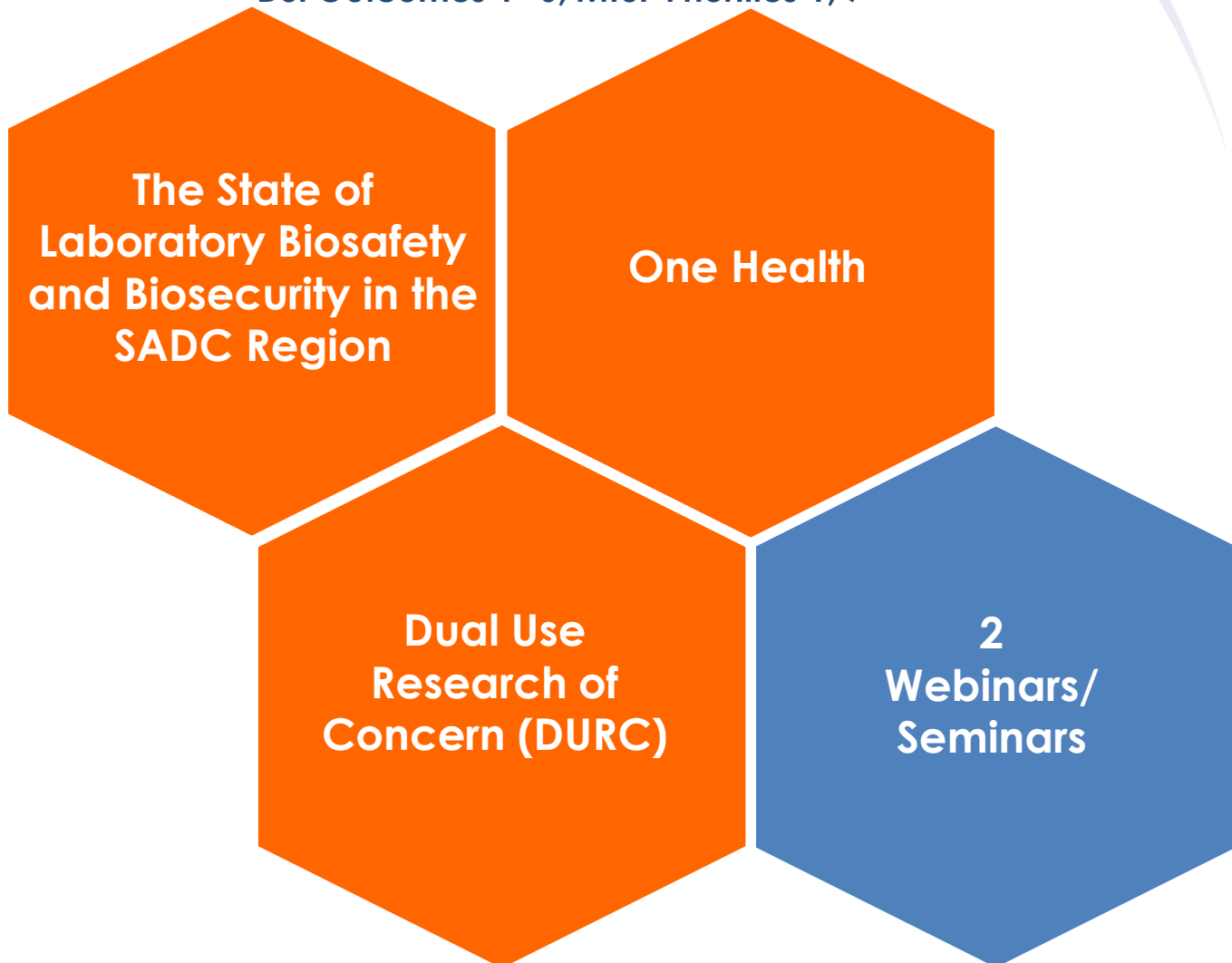
HEALTH AND RELATED MATTERS

ASSAf's Outcome (1) Independent, authoritative, and influential scientific advice.
DSI Outcomes 1- 6, MTSF Priorities 1, 7



BIOSAFETY AND BIOSECURITY

ASSAf's Outcome (1) Independent, authoritative, and influential scientific advice.
DSI Outcomes 1- 6, MTSF Priorities 1, 7



ENVIRONMENT AND ENERGY

ASSAf's Outcome (1) Independent, authoritative, and influential scientific advice.
DSI Outcomes 1- 6, MTSF Priorities 1, 7

Consensus study:

A Review of Research, Development and Innovation of Peaceful Uses of Nuclear Technologies in South Africa

- Commenced in June 2021.
- This Panel will meet three times in the 2022/23 period with the view of drafting a national strategic framework on peaceful uses of nuclear technologies in South Africa.
- The report will be published in September 2022.



JUST TRANSITION IN SOUTH AFRICA

ASSAf's Outcome (1) Independent, authoritative, and influential scientific advice.
DSI Outcomes 1- 6, MTSF Priorities 1, 7

Forum on the Just Transition in South Africa

Following the first meeting of the Forum, on 4 October 2021, a clear understanding of the scope of activities for 2022/23 under the auspices of the Forum was developed. Amongst the potential topics to be explored are (1) an understanding of the landscape of national activities related to a **Just Transition in South Africa (SA)** and (2) the political economy related to the Just Transition.



POVERTY AND EQUALITY

ASSAf's Outcome (1) Independent, authoritative, and influential scientific advice.
DSI Outcomes 1 - 6, MTSF Priorities 1, 7

Science for the Reduction of Poverty and Inequality:

Hosted a successful three-part webinar series reflecting on the questions (1) What to do to reduce poverty and inequality? (2) How to fund interventions to reduce poverty? and (3) What must be done if the state is to be capable of poverty and inequality reduction?

The Committee will evaluate their plans for the 2022/23 financial year when they next reconvene.



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STEM EDUCATION

**ASSAf's Outcome (1) Independent, authoritative, and influential scientific advice.
DSI Outcomes 1- 6, MTSF Priorities 1, 7**

- Following the resignation of the Programme Officer who was responsible for this portfolio, ASSAf has not filled this position given the austerity measures adopted to mitigate against budget cuts.
- However, STEM Education is part of the ASSAf mandate, and a new Standing Committee is to be appointed.
- ASSAf will host a series of webinars to discuss various topics related to STEM education, including an ASSAf assessment of the *STI Indicators report (2021)* published by NACI.
- The position of the Programme Officer will be filled by February 2022.



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SOCIAL SCIENCES AND HUMANITIES

ASSAf's Outcome (1) Independent, authoritative, and influential scientific advice.
DSI Outcomes 1- 6, MTSF Priorities 1, 7

- ASSAf recognises that it is timely to rebrand and refocus the original Humanities Standing Committee to include the Social Sciences into a new **Social Sciences and Humanities Standing Committee**.
- A small group of specialists will be identified from among the ASSAf Members to assist in this rebranding and refocusing, following which new Members will be identified and presented to Council for approval.
- The new constituted Standing Committee will be supported to meet at least twice in the first half of the 2022/23 financial year to plan activities for the rest of the new, including short-term plans spanning at least two years.



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SCHOLARLY PUBLISHING

ASSAf's Outcome (3) Knowledge Mobilisation and Outcome (2) Science engagement and supports DSI outcomes 3,4, 5 & 6 and MTSF Priority 3.

*South African
Journal of
Science (SAJS)*

*Quest
Magazine*

Khulisa Journals

*Scientific
Electronic
Library Online –
South Africa
(SciELO SA)*

*Committee on
Scholarly
Publishing in
South Africa
(CSPiSA)*

*Humanities
Biennial Book
Award*

*Legends of
South African
Science III*

*Peer Reviews of
Scholarly
Journals*

*African
Scientists
Directory
(ASD)*

ASSAf PUBLIC LECTURES

ASSAf Outcome (2) Science Engagement & Outcome (4) Facilitating partnerships.

Outcomes 1-6 of the DSI and MTSF Priorities 1 - 7.

ASSAf hosts several types of public lectures annually to encourage participation of targeted stakeholders to promote its activities. These include the:

- **Presidential Roundtable** hosted by the President and features topical issues to engage non-specialist audiences in science,
- **Science-Business Leadership** in partnership with the business sector to explore opportunities to promote private-public partnerships and is also hosted by the ASSAf President,
- **Distinguished Visiting Scholar (DVS)** partnering with a local university on a topic in a discipline identified by Council on a rotational basis in accordance with the guidelines.



STRATEGIC PARTNERSHIPS: NATIONAL

ASSAf Outcome (4 & 6) Facilitating partnerships. Outcomes 1-6 of the DSI and MTSF Priorities 5 & 7.



South African Young Academy of Science (SAYAS)

ASSAf will continue in its role of hosting SAYAS and providing the secretariat and financial support to promote their activities.



Committee of Heads of Research and Technology (COHORT)

ASSAf will continue to provide secretariat support to assist the **COHORT** Executive and the Committee in achieving their objectives. At least three meetings of the EXCO and two meetings of the full Committee are envisaged for the next financial year.



Innovation for Inclusive Development (IID) seminar series

In collaboration with the DSI, ASSAf hosts workshops covering specific topics mutually decided to promote knowledge creation to inform policy. The current contract which has been extended to 30 June 2022, plans to expand the scope of work.

STRATEGIC PARTNERSHIPS: NATIONAL

ASSAf Outcome (4) Facilitating partnerships. Outcomes 1-6 of the DSI and MTSF Priorities 5 & 7.



Municipality Innovation and Maturity Index (MIMI).

These are indicators that are meant to measure the public sector maturity to innovate.



Smart Cities initiative

ASSAf will continue to explore opportunities with the DSI and other entities to use these to advance the **District Development Model (DDM)** agenda.



District Development Model (DDM)

ASSAf assists the DSI in supporting the participating entities with secretariat support to ensure engagement on how the various entities are progressing in advancing the DDM. The Committee meets quarterly



South Africa Local Government Association (SALGA)

ASSAf and the South Africa Local Government Association (SALGA) have committed to a bilateral partnership in building cohesion on the shared values and Local Government Research Agenda.

STRATEGIC PARTNERSHIPS: AFRICAN

ASSAf Outcome (4) Facilitating partnerships. Outcomes 1-6 of the DSI and MTSF Priorities 2, 3 & 7.



TWAS SAREP

ASSAf hosts and provides support for TWAS SAREP by ensuring that Fellows and Affiliates selected from the continent also play a role in contributing to the policy development in their countries, regionally and globally. TWAS SAREP promotes science diplomacy on the African continent.

The Network of African Science Academies (NASAC)

NASAC is a network of African Academies of Sciences and ASSAf is a founder Member. ASSAf is represented in the NASAC Executive, participates in various NASAC working groups and engages ASSAf Members in the endorsement of NASAC Statements.

Southern African Development Community (SADC)

ASSAf has been working with the SADC Science Desk which was established by the DSI since 2014. Currently, there are only three countries (Namibia, Seychelles, and Comoros) where science academies need to be established.

STRATEGIC PARTNERSHIPS: INTERNATIONAL

ASSAf Outcome (4) Facilitating partnerships. Outcomes 1-6 of the DSI and MTSF Priorities 2, 3 & 7.



InterAcademy Partnership (IAP)

ASSAf is a member of the IAP and engages with ASSAf Members and Council to endorse IAP Statements of global importance. ASSAf has Members who contribute to IAP Working Groups ensuring continued engagement.



BRICS Academies Network

The BRICS Academies was established as a network in 2018. The draft strategic document developed during 2020/21 awaits endorsement by all Academies in the network. ASSAf assists the DSI in nominating young scientists to participate in the BRICS Young Scientists Forum annually.



Science 20 (S20)

The science academies of the G20 states, referred to as the Science 20 (S20), have met since 2017 in Germany. ASSAf is a member of the S20 and has ensured that South African scientists are part of the Working Groups that develop and endorse Statements. ASSAf is the only African member of the S20.



Memorandums of Understanding (MOUs)

Leopoldina (the Germany National Academy of Science), Russia, Belarus, China, India, Austria, and the Netherlands.

IMPACT OF SCIENCE

To evaluate inequalities in various contexts through engagement with the scientific community via webinars on:



SDGs – how close are we in achieving the goals?



Open science and data access – who benefits and at what cost?



Climate change and the effects on society



The STI policy landscape – how realistic are the policies when evaluated together?

SCHOLARSHIP SUPPORT

ASSAf (Outcome 5). DSI Outcomes 1 & 3
MTSF Priorities 3

**Protection of
Personal Information
(POPI) Act: Code of
Conduct for
Research**

**Supporting
Continuing
Professional
Development
(CPD)**

SCIENCE ENGAGEMENT & COMMUNICATION

ASSAf Outcome (2) in the ASSAf five-year SP
All the DSI outcomes and MTSF Priorities.



Studies (Consensus, Peer Review, Proceedings)



Workshops/Symposiums/Conferences/Lectures



Thematic activities



ASSAf e-Newsletter



Website and Social Media



Media Releases



Statements

INSTITUTIONAL REVIEW

- ASSAf's second Institutional Review for the period **2015 to 2020** is in progress.
- The synthesis report will provide an oversight on the performance of ASSAf in terms of its **mandate and its strategic objectives**.
- Views on possible gaps not addressed by the Academy in terms of the **ASSAf Act within the National System of Innovation** (NSI), will be highlighted and recommendations will be made regarding the future strategic direction and operational execution of the ASSAf mandate.



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PART C: MEASURING OUR PERFORMANCE



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ANNUAL TARGETS

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Outcome 1: Independent, authoritative and influential scientific advice					
Indicator: Disseminated publications of consensus studies, reports and statements					
1. Number of consensus studies	2				2
2. Number of proceedings reports, policy-makers booklets and statements	8	2	2	2	2
Outcome 2: Science engagement					
Indicator: Public interest and awareness of science and the value of evidence-based research					
3. Number of special public lectures	5	1	1	2	1
4. Number of webinars, workshops/conferences	12	3	3	3	3
5. Number of newsletters	4	1	1	1	1
6. Number of media releases	20	5	5	5	5
Outcome 3: <u>Mobilising knowledge</u>					
Indicator: Strengthened interaction and access to <u>ASSAf</u> knowledge resources					
7. Number of SAJS publications	6	1	2	1	2
8. Number of Quest publications	4	1	1	1	1
9. Institutional repository and website	8	2	2	2	2
10. New journal titles on <u>SciELO</u> platform	2				2

ANNUAL TARGETS

Output Indicators	Annual Target	Q1	Q2	Q3	Q4
Outcome 4: Facilitating partnerships					
Indicator: Strengthened and newly created national, Pan-African and international partnerships					
11. Number of strategic partnerships	4	1	1	1	1
Outcome 5: Scholarship support					
Indicator: Developed capacity and capacity amongst young scientists and women scientists and acknowledging scholarship					
12. Number of activities supported with other African Academies	4	1	1	1	1
13. Number of young scientist activities supported	4	1	1	1	1
14. Number of <u>ASSAf</u> Gold Medals awarded	1			1	
15. Biennial Humanities Book Award	1				1
Outcome 6: Supporting transformation					
Indicator: <u>Organisational</u> and Membership transformation with respect to inclusion across gender, race, disciplines and institutions					
16. Proportion of black Members	Growth by 2% of total pa			2%	
17. Proportion of women	Growth by 2% of total pa			2%	



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RISK AND MITIGATION

Key Risk	Risk Mitigation
Human Capital	<ol style="list-style-type: none"> 1. Implementation of alternative remuneration package incentives in response to no salary increase in compliance with NT guidelines. 2. Promotion of suitable employees where possible. 3. Recognition of roles and responsibilities where required. 4. Implementation of employee wellbeing program and regular communication on any wellbeing matters. 5. Promotion of physical, emotional, social, and financial wellbeing. 6. Implementation of work from home policy. 7. Implementation of health and safety rules which include COVID-19 protocols.
Funding	<ol style="list-style-type: none"> 1. Enforce adherence to budgets. 2. COVID-19 resulted in cost savings spinoffs. 3. The upward adjustment in ASSAf's baseline has relieved the historical financial pressure on budgeting and planning. 4. ASSAf financial and supply chain management systems have been setup in a way that fosters adherence to the applicable compliance framework. 5. Deletion of the clause on compliance with the PFMA from the ASSAf Act has provided some relief in some respects.
Information and technology management	<ol style="list-style-type: none"> 1. Ensure that ASSAf periodically receives reports on: <ol style="list-style-type: none"> a) The performance of daily back-ups and its success b) Whether back-ups are tested on a periodic basis to confirm its ability to successfully restore 2. Upgraded the security on websites 3. Upgraded software on existing programmes i.e., Sage Evolution, Sage People and Windows 4. Changed security software on servers and laptops to detect malicious and other unwanted activities 5. Installed Sophos to monitor software upgraded status of laptops.
Credibility	<ol style="list-style-type: none"> 1. Manage relationships with partners 2. Always ensure adherence to established protocols regarding the approval of reports
Membership transformation	<ol style="list-style-type: none"> 1. Implementation of the transformation policy 2. Amendment of the ASSAf Act to provide more flexibility in ASSAf member election procedures 3. Awareness raising efforts to and through Members to nominate and vote and to potential members to seek nominations
Regulatory compliance	<ol style="list-style-type: none"> 1. Ensure compliance with applicable legislation and regulations 2. Ensure and enforce compliance to policies and procedures.
Collaboration	<ol style="list-style-type: none"> 1. Increase and promote sharing of ideas and scholarly debate on tolerance 2. Hosting of events (e.g., webinars) in South Africa for scientists in the diaspora to showcase what they do and how they can in turn assist in their country of origin 3. Ensure ASSAf involvement within the continent through NASAC, Science Diplomacy training, academy development. 4. Undertake Embassy Lecture series, Distinguished Visiting Scholars and ASSAf Foreign Associates

FINANCIALS

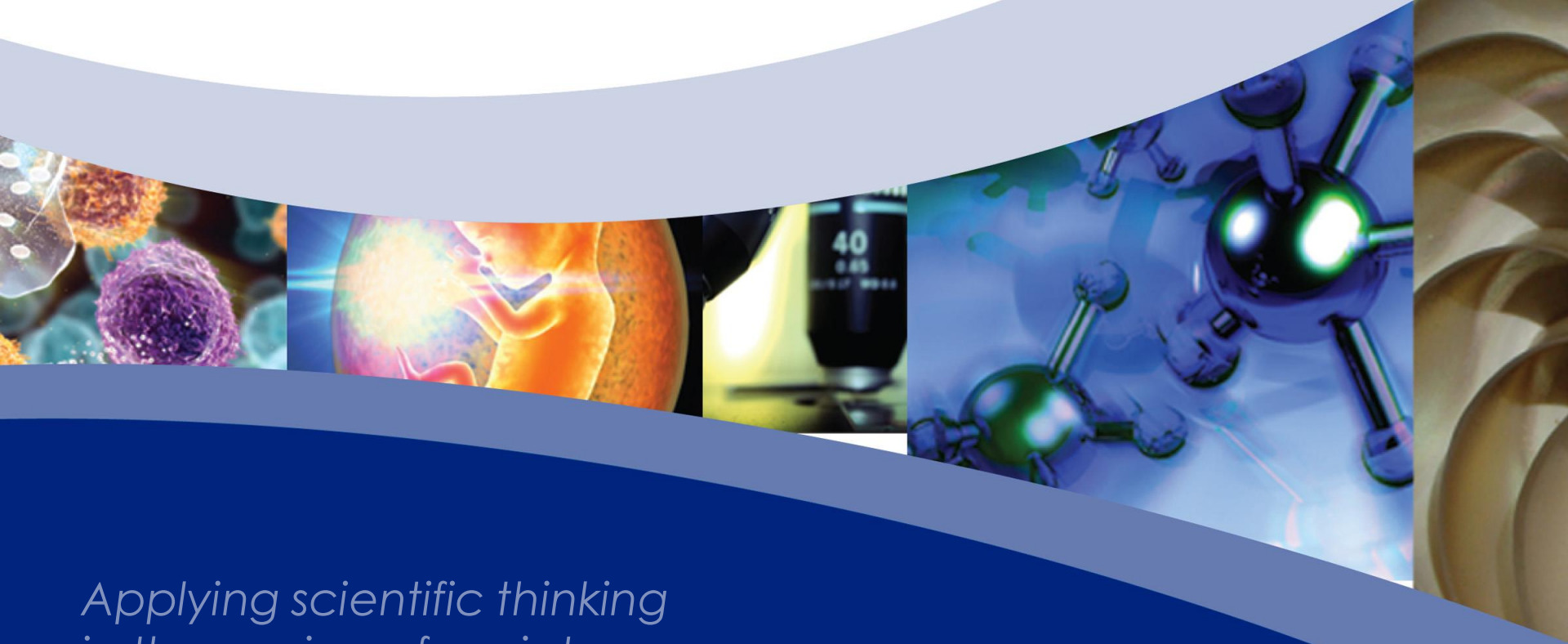
SUMMARY OF PROJECTED RESOURCE ALLOCATION FOR 2021 MEDIUM TERM EXPENDITURE FRAMEWORK					
DETAILS		2021/22	2022/23	2023/24	2024/25
		Projected Resource Allocation	Projected Resource Allocation	Projected Resource Allocation	Projected Resource Allocation
		R	R	R	R
Revenue from non-exchange transactions - Government funding		39 545 082	33 839 000	33 970 000	35 496 000
	Baseline	33 210 000	33 839 000	33 970 000	35 496 000
	Contract Funding	6 335 082	-	-	-
Revenue from non-exchange transactions - International funding		1 573 796	732 830	-	-
	US National Academy of Sciences	516 000	-	-	-
	International Development Research Centre	631 796	732 830	-	-
	NIHSS – SAYAS	300 000	-	-	-
	UNESCO	126 000	-	-	-
Revenue from non-exchange transactions - Local funding		1 146 648	-	-	-
	Medical Research Council	150 000	-	-	-
	Janssen Pharmaceutical (Pty) Ltd	274 783	-	-	-
	National Research Foundation	721 865	-	-	-
Revenue from exchange transactions		1 804 320	1 600 000	1 604 000	1 608 000
	Interest Received	1 200 000	1 200 000	1 200 000	1 200 000
	Membership Fees	108 000	110 000	114 000	118 000
	Cohort Secretarial Services	40 000	40 000	40 000	40 000
	Income From Publications - Quest/Advertising	250 000	250 000	250 000	250 000
	Income From Publications - SAJS/Advertising	206 320	-	-	-
Total projected revenue		44 069 846	36 171 830	35 574 000	37 104 000
Total projected expenditure		44 069 846	36 171 830	35 574 000	37 104 000
	Governance & Administration Programme	13 587 049	12 806 502	12 937 396	13 031 551
	Science Engagement and Facilitating Partnerships	13 804 004	7 164 180	6 434 919	7 034 919
	Independent, authoritative and influential scientific advice	5 331 019	4 762 645	4 764 430	5 364 430
	Scholarship Support and Transformation	11 347 774	11 438 503	11 437 255	11 673 100
		-	0	0	0



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THANK YOU



*Applying scientific thinking
in the service of society*

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