

SOUTH AFRICAN WEATHER SERVICE ANNUAL REPORT FINANCIAL YEAR 2022/2023

**“South African Weather-related
Solutions for everyone,
everyday”**

**Presented by: Mr Ishaam Abader
Chief Executive Officer**



**South African
Weather Service**



LEGISLATIVE MANDATE

The South African Weather Service is an entity of the Department of Forestry, Fisheries and the Environment (DFFE).

SAWS provides services and solutions relating to weather, climate and air quality

The legislative mandate of SAWS is derived from the South African Weather Service Act, Act No. 8 of 2001, as amended, the Public Finance Management Act (PFMA), Act No. 1 of 1999 and associated Treasury Regulations.

The functions of SAWS and its mandate include:

- To provide reliable weather services to support public good and its commercial ventures.
- Ensure ongoing collection of meteorological and ambient air quality data over South Africa and surrounding southern oceans
- Provide aeronautical and marine meteorological services
- To be the long-term custodian of a reliable national climatological and ambient air quality record.



THE SAWS VISION, MISSION AND CORE VALUES

VISION

“South African weather-related solutions for everyone, every day”

The vision clearly articulates the desired end state in which the SAWS is central to a situation where citizens, communities and business sectors can use the information, products and services across the weather, climate and related environmental space to support socio-economic development and build resilience.

MISSION

“To provide meteorological solutions for improved quality of life for all in South Africa”

Meteorological solutions include:

- *Weather-related solutions*
- *Climate-related solutions*
- *Air quality solutions*
- *Other related environmental solutions, including water*

VALUES

Integrity

A consistent sense of honesty, truthfulness and trust in one’s own actions while valuing others’ opinions and beliefs.

Collaborative

An approach to working together in a mutually beneficial environment with internal and external stakeholders to reach organisational goals.

Solution-oriented science

A quest for science excellence to find weather, climate and air quality solutions for all.

Passion for service excellence

A desire to deliver exceptionally high work and performance standards.

STRATEGIC OBJECTIVES

The SAWS is committed to implementing initiatives about its strategic output areas to realise the desired impact. Priority initiatives to be responded to include:

- *Enhanced meteorological-related body of knowledge*
- *Meteorological-related solutions provided to meet user needs*
- *Optimal core technical ability*
- *Internal excellence achieved within the organisation*



AUDITOR'S REPORT: PREDETERMINED OBJECTIVES

The AGSA performed the necessary audit procedures on the performance information to provide reasonable assurance in the form of an audit conclusion.

The audit conclusion on the performance against predetermined objectives is included in the report to management.

The **SAWS achieved a clean audit** and **no material findings** were reported under the Predetermined Objectives heading in the Auditor's Report.

OVERALL SUMMARY OF 2022/2023 PERFORMANCE

Strategic Goals	Number of targets	Achieved (100%)	Not Achieved (0-99%)
Programme 1: Weather and Climate Services	4	4	0
Programme 2: Research and Innovation	3	3	0
Programme 3: Infrastructure and Information Systems	8	3	5
Programme 4: Administration (Incl. Corporate and Regulatory Services)	13	12	1
Total	28	22	6
		78,57%	21,43%



PROGRAMME 1: WEATHER AND CLIMATE SERVICES

Purpose:

Safeguard life and property and provide meteorological solutions to all South Africans.

PROGRAMME 1: WEATHER AND CLIMATE SERVICES


SUB-PROGRAMME 1.1: WARNINGS, ALERTS AND ADVISORIES

Purpose: To provide timeous and accurate impact-based early warnings, alerts and advisories to safeguard life and property against the impact of severe weather on land, oceans and in the air.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Lives and property protected against meteorological-related risks	Meteorological related solutions provided to meet user needs	Percentage availability of National Weather (FPZA41)	98% availability of national weather forecast (FPZA41)	Achieved • 98% availability of National Weather (FPZA41) Average of quarterly performance (99,44% + 98,92% + 98,39% + 95,05%) ÷ 4 = 97,95%	None
		Percentage accuracy of aerodrome warnings	96% accuracy of aerodrome warnings	Achieved • 98% accuracy of aerodrome warnings Average of quarterly performance (99,41% + 99,26% + 97,01% + 97,74%) ÷ 4 = 98,36%	Numerical Weather Prediction models contributed to high accuracies
		Percentage accuracy of Terminal Aerodrome Forecast (TAF)	90% accuracy of Terminal Aerodrome Forecast	Achieved • 97% accuracy of Terminal Aerodrome Forecast Average of quarterly performance (98,74% + 98,29% + 97% + 92,95%) ÷ 4 = 96,75%	Numerical Weather Prediction models contributed to high accuracies
		Percentage availability of Marine products (SOLAS - Safety of Life at Sea)	95% availability of Marine Products (SOLAS)	Achieved • 99% availability of Marine Products (SOLAS) Average of quarterly performance (99,18% + 98,89% + 99,73% + 97,25%) ÷ 4 = 98,76%	Less active weather on most days led to quicker product preparation and dissemination

 = On target

 = work in progress

 = Off target



PROGRAMME 2: RESEARCH AND INNOVATION

Purpose:

Develop meteorological solutions to inform wise socio-economic choices

PROGRAMME 2: RESEARCH AND INNOVATION

SUB-PROGRAMME 2.1: RESEARCH

Purpose: To generate new scientific insights in atmospheric and related sciences in collaboration with relevant stakeholders. To expand the existing knowledge base and intelligence related to climate change.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Lives and property protected against meteorological-related risks	Enhanced meteorological related body of knowledge	Number of Research outputs (Publications, articles, conference papers, etc.)	40 Research outputs	Achieved • 53 Research outputs The sum of quarterly performance 11 + 16 + 10 + 16 = 53	Due to several Journals not publishing editions (hard copies) but rather online, the online publications process results in quicker processing

 = On target

 = Off target

PROGRAMME 2: RESEARCH AND INNOVATION

SUB-PROGRAMME 2.2: SOLUTION DEVELOPMENT

Purpose: The provision of innovative meteorological and related products and services through the development and implementation of community weather-smart products and services.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Lives and property protected against meteorological-related risks	Enhanced meteorological related body of knowledge	Number of new or enhanced Climate Solutions for Climate-Sensitive Sectors	One new or enhanced climate solution for climate-sensitive sectors signed-off	Achieved • One new or enhanced climate solution for climate-sensitive sectors signed-off	None
		Number of new or enhanced Non-Climate-Specific Solutions	Four new or improved non-climate-specific solutions signed-off	Achieved • Four new or enhanced non-climate-specific solutions signed-off	None

 = On target

 = Off target



PROGRAMME 3: INFRASTRUCTURE AND INFORMATION SYSTEMS

Purpose:
Upgrade, expand and optimise infrastructure

PROGRAMME 3: INFRASTRUCTURE AND INFORMATION SYSTEMS

SUB-PROGRAMME 3.1: OPTIMAL MANAGEMENT OF INFRASTRUCTURE

Purpose: To ensure optimal infrastructure and systems uptime of observations, information dissemination and exchange that enables saws to achieve its mandate.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Lives and property protected against meteorological-related risks	Optimal core technological capability	Percentage availability of Automatic Weather Stations (AWS) Infrastructure	85% availability of automatic weather stations infrastructure	Not achieved <ul style="list-style-type: none"> 81% availability of Automatic Weather Stations Infrastructure Average of quarterly performance (85,34% + 82,92% + 80,03% + 77,38%) ÷ 4 = 81,42%	Increased loadshedding over the period affected the availability of sensors. The Global System for Mobile Communications (GSM) was weak in certain areas. Corrective measures: Replacement of AC power with solar panels. Procured LTE modems
		Percentage availability of Automatic Rainfall Stations (ARS) Infrastructure	80% availability of automatic rainfall stations infrastructure	Achieved <ul style="list-style-type: none"> 80% availability of Automatic Rainfall Stations infrastructure Average of quarterly performance (84,76% + 81,18% + 80,15% + 73,42%) ÷ 4 = 79,88%	None

 = On target

 = Off target

PROGRAMME 3: INFRASTRUCTURE AND INFORMATION SYSTEMS

SUB-PROGRAMME 3.1: OPTIMAL MANAGEMENT OF INFRASTRUCTURE

Purpose: To ensure optimal infrastructure and systems uptime of observations, information dissemination and exchange that enables saws to achieve its mandate.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Lives and property protected against meteorological-related risks	Optimal core technological capability	Percentage availability of Global Atmospheric Watch (GAW) Infrastructure	85% availability of global atmospheric watch infrastructure	<p>Not achieved</p> <ul style="list-style-type: none"> • 78% availability of Global Atmospheric Watch infrastructure <p>Average of quarterly performance (84,61% + 81,06% + 73,68% + 73,09%) ÷ 4 = 78,11%</p>	<p>Loadshedding exceeded backup power solutions implemented, significantly impacting the data recovery of the Greenhouse Gases (GHG) instrumentation</p> <p>Corrective measures: Procurement of Nitrous Oxide and Ultraviolet Biometer instrumentation.</p> <p>SAWS is investigating the improvement of its uninterruptible power supply (UPS) system for the GAW laboratory.</p>

 = On target

 = Off target

PROGRAMME 3: INFRASTRUCTURE AND INFORMATION SYSTEMS

SUB-PROGRAMME 3.1: OPTIMAL MANAGEMENT OF INFRASTRUCTURE

Purpose: To ensure optimal infrastructure and systems uptime of observations, information dissemination and exchange that enables saws to achieve its mandate.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Lives and property protected against meteorological-related risks	Optimal core technological capability	Percentage availability of Radar Infrastructure	75% availability of RADAR infrastructure	<p>Not achieved</p> <ul style="list-style-type: none"> 52% availability of RADAR infrastructure <p>Average of quarterly performance (71,36% + 59,91% + 46,36% + 31,30%) ÷ 4 = 52,23%</p>	<p>Interruptions in the power supply due to loadshedding, as well as challenges with peripheral infrastructure that is critical for optimal radar operation.</p> <p>Corrective measures: Continuous monitoring of the peripheral equipment and increase of diesel fuel levels for backup generators.</p>
		Percentage availability of Lightning Detection Network (LDN) Infrastructure	90% availability of Lightning Detection Network infrastructure	<p>Not achieved</p> <ul style="list-style-type: none"> 88% availability of Lightning Detection Network infrastructure <p>Average of quarterly performance (95,11% + 90,20% + 82,12% + 83,92%) ÷ 4 = 87,84%</p>	<p>Loadshedding, as well as faulty and unavailable uninterruptible power supplies and battery packs, affected the availability of sensors</p> <p>Corrective measures: The entire SAWS Lightning Detection Network is now under a contract which will ensure the complete upgrade of the network within a 3-year period. Uninterruptible power supply maintenance contract actioned</p>

 = On target


 = Off target

PROGRAMME 3: INFRASTRUCTURE AND INFORMATION SYSTEMS

SUB-PROGRAMME 3.1: OPTIMAL MANAGEMENT OF INFRASTRUCTURE

Purpose: To ensure optimal infrastructure and systems uptime of observations, information dissemination and exchange that enables saws to achieve its mandate.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Lives and property protected against meteorological-related risks	Optimal core technological capability	Percentage availability of South African Air Quality Information System (SAAQIS) Infrastructure	95% availability of the South African Air Quality Information System Infrastructure	<p>Achieved</p> <ul style="list-style-type: none"> 99% availability of the South African Air Quality Information System <p>Average of quarterly performance (99,93% + 99,11% + 98,91% + 99,57%) ÷ 4 = 99,38%</p>	Minimal downtime of the SAAQIS website. The South African Air Quality Information System is hosted outside the country, which mitigates the impacts of load shedding

 = On target

 = Off target

PROGRAMME 3: INFRASTRUCTURE AND INFORMATION SYSTEMS

SUB-PROGRAMME 3.2: QUALITY DATA

Purpose: To provide quality data meeting minimum data requirements.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Lives and property protected against meteorological-related risks	Optimal core technological capability	Percentage of Priority Areas Air Quality Stations available on South African Air Quality Information System (SAAQIS) meeting minimum data requirements	80% of priority areas air quality stations available on SAAQIS meeting minimum data requirements	<p>Not achieved</p> <ul style="list-style-type: none"> 60% of Priority Areas Air Quality Stations available on SAAQIS meeting minimum data requirements <p>Average of quarterly performance $(82,05\% + 71,06\% + 55,56\% + 31,11\%) \div 4 = 59,95\%$</p>	<p>Instrument failure/faults experienced at numerous stations</p> <p>Intermittent power failures due to loadshedding and localised power supply issues, as well as power surges, resulted in unexpected damage to ageing and new instruments</p> <p>The impact of loadshedding on instrument down time is more than the duration of loadshedding experienced i.e., once power is restored, instruments need anything from 30 minutes to 4 hours to stabilize. The time to stabilize varies between the various instruments.</p>

 = On target

 = Off target

PROGRAMME 3: INFRASTRUCTURE AND INFORMATION SYSTEMS

SUB-PROGRAMME 3.2: QUALITY DATA

Purpose: To provide quality data meeting minimum data requirements.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Lives and property protected against meteorological-related risks	Optimal core technological capability	Percentage of Priority Areas Air Quality Stations available on South African Air Quality Information System (SAAQIS) meeting minimum data requirements	80% of priority areas air quality stations available on SAAQIS meet minimum data requirements	<p>Not achieved</p> <ul style="list-style-type: none"> 60% of Priority Areas Air Quality Stations available on SAAQIS meeting minimum data requirements <p>Average of quarterly performance $(82,05\% + 71,06\% + 55,56\% + 31,11\%) \div 4 = 59,95\%$</p>	<p>Corrective measures: Investigate relocating some stations to areas with more stable electricity supply. Alternative means of powering equipment are also being explored.</p> <ul style="list-style-type: none"> Sebokeng and Three Rivers stations have been relocated to more secure locations with backup power. Automatic voltage regulators installed at all stations to limit or prevent damage due to power surges. Battery backup systems capable of supporting station load for up to 6 hours are in process of being acquired for all stations. Installations are expected to be completed by 31 December 2023.

PROGRAMME 3: INFRASTRUCTURE AND INFORMATION SYSTEMS

SUB-PROGRAMME 3.2: QUALITY DATA

Purpose: To provide quality data meeting minimum data requirements.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
		Percentage of Automatic Weather Stations (AWS) & Automatic Rainfall Stations (ARS) climate data available on National Climate Database meeting minimum data requirements	82% of AWS and ARS climate data available on the national climate database meet minimum data requirements	<p>Achieved</p> <ul style="list-style-type: none"> 86% of AWS and ARS climate data available on the national climate database meet minimum data requirements <p>Average of quarterly performance $(88,88\% + 87,18\% + 86,43\% + 82,97\%) \div 4 = 86,37\%$</p>	Despite increased loadshedding and shortage of spares, data from existing operational stations could be captured

■ = On target

■ = Off target



PROGRAMME 4: ADMINISTRATION (INCL. CORPORATE AND REGULATORY SERVICES)

Purpose:

Provide leadership, strategic, centralised administration, executive support, corporate services and facilitate effective cooperative governance, international relations and environmental education and awareness.

PROGRAMME 4: ADMINISTRATION (INCL. CORPORATE AND REGULATORY SERVICES)

SUB-PROGRAMME 4.1: SOUND CORPORATE GOVERNANCE

Purpose: To provide business management and leadership.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Organisational sustainability	Internal excellence achieved within the organisation	Percentage of Local Expenditure on Affirmative Procurement (Level 1 to 4)	70% of local expenditure is on affirmative procurement (Levels 1 to 4)	Achieved <ul style="list-style-type: none"> 85% local expenditure on affirmative procurement (Levels 1 to 4) Average of quarterly performance (80,53% + 96,07% + 67,61% + 96,36%) ÷ 4 = 85,14%	The intentional targeting of Level 1-4 B-BBEE suppliers for local affirmative procurement for a contribution towards the improvement of the SAWS' B-BBEE Levels
		Level of B-BBEE Rating	Level 6 B-BBEE rating	Achieved <ul style="list-style-type: none"> Level 6 B-BBEE rating 	None

 = On target

 = work in progress

 = Off target

PROGRAMME 4: ADMINISTRATION (INCL. CORPORATE AND REGULATORY SERVICES)

SUB-PROGRAMME 4.1: SOUND CORPORATE GOVERNANCE

Purpose: To provide business management and leadership.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Organisational sustainability	Internal excellence achieved within the organisation	Growth in Unregulated Commercial Revenue	R27 000 000 unregulated commercial revenue generated	<p>Not achieved R25 107 707</p> <p>The sum of quarterly performance (R5 021 448 + R5 528 327 + R9 491 867 + R5 066 065) = R25 107 707</p>	Revenue from commercial partners was below budget due to the loss of key clients, as well as forecast products linked to the uptime of the radars, which were impacted by loadshedding.
		External Audit Opinion rating	Unqualified external audit opinion	<p>Achieved</p> <ul style="list-style-type: none"> Unqualified external audit opinion 	None

 = On target

 = work in progress

 = Off target

PROGRAMME 4: ADMINISTRATION (INCL. CORPORATE AND REGULATORY SERVICES)

SUB-PROGRAMME 4.2: ADEQUATE, APPROPRIATELY SKILLED, TRANSFORMED AND DIVERSE WORKFORCE

Purpose: To develop programmes which create a supportive environment for high performance, employee wellness, career development, attraction and retention.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Organisational sustainability	Internal excellence achieved within the organisation	Percentage of attrition rate	≤8% attrition rate	Achieved • 4,87% attrition rate Total attrition $23 \div ((462 + 483) \div 2) \times 100 = 4,87\%$	None
		Percentage of Workplace Skills Plan (WSP) targets met	75% of Workplace Skills Plan (WSP) targets met	Achieved • 107% of Workplace Skills Plan (WSP) targets met Total targets met $(282 \div 263) \times 100 = 107,22\%$	Due to increased attempts to meet the target for B-BBEE skills development score
		Percentage Compliance to Employment Equity on Women in Management	40% Women in Management	Achieved • 41,18% of women in management Percentage of women in management at the end of period $(56 \div 136) \times 100 = 41,18\%$	Active measures focused on the recruitment of women for identified managerial positions.

 = On target

 = work in progress

 = Off target

PROGRAMME 4: ADMINISTRATION (INCL. CORPORATE AND REGULATORY SERVICES)

SUB-PROGRAMME 4.2: ADEQUATE, APPROPRIATELY SKILLED, TRANSFORMED AND DIVERSE WORKFORCE

Purpose: To develop programmes which create a supportive environment for high performance, employee wellness, career development, attraction and retention.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Organisational sustainability	Internal excellence achieved within the organisation	Percentage Compliance to Employment Equity on Persons Living with Disabilities	2% Persons Living with Disabilities	Achieved • 2,90% of persons living with disabilities Percentage of persons living with disabilities at the end of the period (14 ÷ 483) x 100 = 2,90%	Employees living with disabilities were not impacted by attrition
		Number of Youths in Internships and Learnership	10 Youths in Internships and Learnership	Achieved • 25 Youths in internships and learnership	The focus shifted to consider youth appointed in the entity's core and support services
		Number of Placements in Work Integrated Learning	5 Placements in Work Integrated Learning;	Achieved • 5 Placements in work-integrated learning	None

 = On target

 = work in progress

 = Off target

PROGRAMME 4: ADMINISTRATION (INCL. CORPORATE AND REGULATORY SERVICES)

SUB-PROGRAMME 4.3: : BRAND POSITIONING AND STAKEHOLDER NETWORK DEVELOPMENT

Purpose: To develop and maintain various platforms for engagement with stakeholders to extend the reach and increase awareness of the SAWS brand. To promote engagement of stakeholders for mutual beneficial relationships.

Outcome	Output	Output Indicators	Planned Annual Target 2022/2023	Actual achievement 2022/2023	Reasons for deviations / Interventions
Organisational sustainability	Internal excellence achieved within the organisation	Number of Positioning Programmes conducted	14 positioning and profiling programmes conducted locally and internationally	Achieved • 26 positioning and profiling programmes conducted locally and internationally The sum of quarterly performance (7 + 6 + 6 + 7) = 26	Increased number of international programmes undertaken under the World Meteorological Organization (WMO).
		Number of Public Awareness Programmes conducted	18 public awareness programmes conducted	Achieved • 39 public awareness programmes conducted The sum of quarterly performance (15 + 14 + 6 + 4) = 39	Partnerships with other government departments and entities contributed to increased invitations to participate in public engagements.
		Number of Collaborations through Partnerships implemented	11 collaborations through partnerships implemented locally and internationally	Achieved • 11 collaborations through partnerships implemented locally and internationally The sum of quarterly performance (2 + 3 + 3 + 3) = 11	Increased collaboration with other Meteorological Institutions and the World Meteorological Organization.

 = On target

 = work in progress

 = Off target



HUMAN RESOURCE MANAGEMENT

Table 32: Highlights and key challenges for the reporting period 2022/23

Highlights	Low lights
<ul style="list-style-type: none"> Concluding a salary agreement with organised labour with a shared vision to protect the most vulnerable employees against the impact of the prevailing economic conditions 	<ul style="list-style-type: none"> Competitive remuneration of employees in the tight fiscal environment remains a challenge
<ul style="list-style-type: none"> Implementation of the SAWS talent management strategy 	<ul style="list-style-type: none"> Several vacant positions could not be funded for the year under review
<ul style="list-style-type: none"> Meeting, and in some instances exceeding, the 2022/23 APP targets relating to human capital management (100% achievement) 	
<ul style="list-style-type: none"> Achieving the lowest staff attrition rate in three years, that is, 4,87% 	

PERSONNEL-RELATED EXPENDITURE

- The SAWS achieved its lowest attrition rate in 3 years, namely 4,87%. Its headcount increased by 2,6% from 462 to 474 during the financial year.
- Personnel expenditure increased by approximately 6,6% mainly due to an overall annual increase of approximately 4,5% and the filling of priority vacant positions.
- The SAWS implemented annual salary increases on a sliding scale, starting from 7,5% for salary scales up to R200 000 per annum to 2,5% for salary scales more than R1 300 000 in consideration of the economic impact on the more vulnerable employees.
- The Talent Management Strategy was implemented during 2022/23 and reduced the crippling loss of scarce and critical skills.
- Employment vacancies per occupational level were as follows:
 - ❑ Top management – 0,0%;
 - ❑ Senior management – 25.0%;
 - ❑ Professionally qualified – 3.3%
 - ❑ Skilled – 3.8%; and
 - ❑ Semi-skilled – 3.5%

EMPLOYMENT CHANGES

Table 38: Employment changes per level

Occupational levels	Employment at the beginning of the period	Appointments	Terminations	Employment at the end of the period
Top management	4	1	0	5
Senior management	14	5	4	15
Professional qualified	106	18	8	116
Skilled	198	15	11	202
Semi-skilled	115	0	4	111
Unskilled	25	1	1	25
Total	462	40	28	474

EMPLOYMENT EQUITY

Table 41: The SAWS transformation - equity target and employment equity status (male)

Level	Male									
	African		Coloured		Indian		White		Total	
	Current	Target	Current	Target	Current	Target	Current	Target	Current	Target
Top management	3	3	1	0	0	0	0	0	4	3
Senior management	4	6	0	0	2	1	0	1	6	8
Professional qualified	47	47	4	4	1	1	15	26	67	78
Skilled	85	75	7	6	4	4	20	21	116	106
Semi-skilled	40	42	9	8	0	0	7	7	56	57
Unskilled	16	15	4	5	0	0	0	0	20	20
Total	195	188	25	23	7	6	42	55	269	272

EMPLOYMENT EQUITY

Table 42: The SAWS transformation - equity target and employment equity status (female)

Level	Female									
	African		Coloured		Indian		White		Total	
	Current	Target	Current	Target	Current	Target	Current	Target	Current	Target
Top management	0	2	0	0	0	0	1	0	1	2
Senior management	6	5	0	0	0	1	2	2	8	8
Professional qualified	33	28	2	1	0	0	9	10	44	39
Skilled	66	65	7	8	3	3	10	14	86	90
Semi-skilled	44	39	6	7	0	0	4	4	54	50
Unskilled	5	5	0	0	0	0	0	0	5	5
Total	154	144	15	16	3	4	26	30	198	194

**AUDITED ANNUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

STATEMENT OF FINANCIAL POSITION

Figures in Rand	Note(s)	2023	2022 Restated*
ASSETS			
Current Assets			
Inventories	4	13 410 877	5 190 908
Operating lease asset	5	1 110 304	-
Accounts receivable from exchange transactions – other	6	6 374 392	4 214 062
Accounts receivable from exchange transactions – statutory receivable	7	13 598 188	11 515 562
Prepayments	8	11 402 162	2 522 038
Cash and cash equivalents	9	135 481 883	69 998 635
		181 377 806	93 441 205
Non-Current Assets			
Investment property	10	70 497 351	83 991 957
Property, plant and equipment	11	295 854 892	303 720 193
Intangible assets	12	4 518 579	6 193 801
		370 870 822	393 905 951
Total Assets		552 248 628	487 347 156

* See note 37

STATEMENT OF FINANCIAL POSITION (Continued)

Figures in Rand	Note(s)	2023	2022 Restated*
LIABILITIES			
Current Liabilities			
Operating lease liability	5	-	730 228
Accounts payable from exchange transactions	14	26 943 426	13 378 084
Employee benefit obligation	15	10 783 701	9 751 196
Unspent conditional grants and receipts	16	24 638 235	30 772 828
Unspent Government allocations – conditional grant	18	53 713 731	28 021 739
Deferred income	19	473 905	-
		116 552 996	82 654 075
Non-Current Liabilities			
Employee benefit obligation	15	2 131 000	2 164 000
Provisions	17	250 968	268 198
		2 381 968	2 432 198
Total Liabilities		118 934 964	85 086 273
		433 313 664	402 260 883
NET ASSETS			
Reserves Revaluation reserve		49 334 344	58 166 609
Accumulated surplus		383 979 320	344 094 274
Total Net Assets		433 313 664	402 260 883

* See note 37

FINANCIAL REPORT

STATEMENT OF FINANCIAL PERFORMANCE

Figures in Rand	Note(s)	2023	2022 Restated*
REVENUE			
Revenue from exchange transactions			
Commercial revenue	20	134 852 124	104 571 533
Other income	21	5 234 752	1 232 182
Interest received – investment	22	5 155 533	789 175
Total revenue from exchange transactions		145 242 409	106 592 890
REVENUE FROM NON-EXCHANGE TRANSACTIONS			
Transfer revenue			
Government grants and subsidies	23	386 281 335	360 414 617
Public contributions and donations	24	12 656 166	21 981 669
Total revenue from non-exchange transactions		398 937 501	382 396 286
Total revenue		544 179 910	488 989 176

* See note 37

FINANCIAL REPORT

STATEMENT OF FINANCIAL PERFORMANCE (Continued)

Figures in Rand	Note(s)	2023	2022 Restated*
EXPENDITURE			
Employee related costs	25	(286 521 036)	(268 509 222)
Administration	26	(11 397 548)	(6 988 276)
Depreciation and amortisation	27	(32 446 189)	(31 856 232)
Bad debt expenses	29	(4 437 395)	(1 664 034)
General expenses	30	(149 679 643)	(147 906 587)
Total expenditure		(484 481 811)	(456 924 351)
Operating surplus		59 698 099	32 064 825
Gain/(Loss) on disposal of assets		469 099	463 131
Gain/(Loss) on foreign exchange	31	(2 391 050)	819 924
Fair value adjustments	32	(13 494 606)	12 212 836
Actuarial (losses)/gains	15	367 000	1 422 000
Impairment of assets	28	(4 763 497)	(192 596)
		(19 813 054)	14 725 295
Surplus for the year		39 885 045	46 790 120

* See note 37

STATEMENT OF CHANGES IN NET ASSETS

Figures in Rand	Revaluation reserve	Accumulated surplus	Total net assets
Balance as at 1 April 2021	51 040 050	297 304 154	348 344 204
Revaluation of building – Irene and Bethlehem	(515 120)		(515 120)
Revaluation of land – Irene and Garsfontein	7 641 679		7 641 679
Surplus for the year		36 616 676	36 616 676
Correction of unspent conditional grant and receipts		10 173 444	10 173 444
Total recognised income and expenses for the year	7 126 559	46 790 120	53 916 679
Balance as at 31 March 2022 as restated*	58 166 609	344 094 275	402 260 884
Changes in net assets			
Revaluation of building – Irene and Bethlehem	132 624		132 624
Revaluation of land – Irene and Garsfontein	(8 964 889)		(8 964 889)
Net gain recognised directly in net assets	(8 832 265)		(8 832 265)
Surplus for the year		39 885 045	39 885 045
Total recognised income and expenses for the year	(8 832 265)	39 885 045	31 052 780
Total changes	(8 832 265)	39 885 045	31 052 780
Balance as at 31 March 2023	49 334 344	383 979 320	433 313 664

* See note 37

CASH FLOW STATEMENT

Figures in Rand	Note(s)	2023	2022 Restated*
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts			
Sale of goods and services		135 731 901	97 396 267
Grants		398 937 501	372 222 842
Interest income		5 155 533	789 175
		539 824 935	470 408 284
Payments			
Employee costs		(285 171 761)	(270 610 483)
Suppliers		(153 137 596)	(154 659 243)
		(438 309 357)	(425 269 726)
Net cash flows from operating activities	33	101 515 578	45 138 558
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment	11	(35 705 651)	(18 205 173)
Proceeds from the sale of property, plant and equipment	11	469 099	1 129 752
Purchase of other intangible assets	12	(795 778)	-
Net cash flows from investing activities		(36 032 330)	(17 075 421)
Net increase/(decrease) in cash and cash equivalents		65 483 248	28 063 137
Cash and cash equivalents at the beginning of the year		69 998 635	41 935 498
Cash and cash equivalents at the end of the year	9	135 481 883	69 998 635

* See note 37

STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS

Figures in Rand	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference
REVENUE						
Revenue from exchange transactions						
Commercial revenue	122 190 000	(1 100 321)	121 089 679	134 852 124	13 762 445	Note 1 (1,2)
Other income	3 283 000	167 000	3 450 000	5 234 752	1 784 752	Note 1 (3)
Interest received investment	370 000	830 000	1 200 000	5 155 533	3 955 533	Note 1 (11)
Total revenue from exchange transactions	125 843 000	(103 321)	125 739 679	145 242 409	19 502 730	
REVENUE FROM NON-EXCHANGE TRANSACTIONS						
Transfer revenue						
Government grant – operational expenditure	336 042 000	-	336 042 000	337 029 000	987 000	Note 1 (1)
Government grant – conditional grant	66 044 000	(15 000 000)	51 044 000	49 252 335	(1 791 665)	Note 1 (1,2)
Contributions and donations	20 706 000	35 000 000	55 706 000	12 656 166	(43 049 834)	Note 1 (4)
Total revenue from non-exchange transactions	422 792 000	20 000 000	442 792 000	398 937 501	(43 854 499)	
Total revenue	548 635 000	19 896 679	568 531 679	544 179 910	(24 351 769)	

* See note 37

STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS (Continued)

Figures in Rand	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference
EXPENDITURE						
Employee cost	(290 088 000)	-	(290 088 000)	(286 521 036)	3 566 964	Note 1 (10)
Administrative and general expenses	(165 274 000)	(7 945 974)	(173 219 974)	(161 077 191)	12 142 783	Note 1 (5)
Depreciation and amortisation	(30 666 000)	(8 503 718)	(39 169 718)	(32 446 189)	6 723 529	Note 1 (6)
Bad debt expenses	-	-	-	(4 437 395)	(4 437 395)	Note 1 (8)
Total expenditure	(486 028 000)	(16 449 692)	(502 477 692)	(484 481 811)	17 995 881	
Operating surplus	62 607 000	3 446 987	66 053 987	59 698 099	(6 365 888)	
Gain/(Loss) on disposal of assets	-	-	-	469 099	469 099	
Loss on foreign exchange	-	-	-	(2 391 050)	(2 391 050)	Note 1 (7)
Fair value adjustments	3 437 000	(3 437 000)	-	(13 494 606)	(13 494 606)	Note 1 (9)
Actuarial gains/(losses)	-	-	-	367 000	367 000	
Impairment of assets	-	-	-	(4 763 497)	(4 763 497)	Note 1 (12)
	3 437 000	(3 437 000)	-	(19 813 054)	(19 813 054)	
Surplus before capital expenditure	66 044 000	9 987	66 053 987	39 885 045	(26 168 942)	
Capital expenditure	(66 044 000)	-	(66 044 000)	(49 252 335)	16 791 665	
Surplus/(deficit) after capital expenditure	-	9 987	9 987	(9 367 290)	(9 377 277)	

* See note 37

RESPONSE to BRRR

Corrective measures

Air Quality:

Investigate relocating some stations to areas with more stable electricity supply. Alternative means of powering equipment are also being explored.

- Sebokeng and Three Rivers stations have been relocated to more secure locations with backup power.
- Automatic voltage regulators installed at all stations to limit or prevent damage due to power surges.
- Battery backup systems capable of supporting station load for up to 6 hours are in process of being acquired for all stations. Installations are expected to be completed by 31 December 2023.

Financial Matters:

The SAWS Management have addressed all legacy irregular expenditure.

There was **NO** Irregular, Fruitless and Wasteful expenditure in the year under review.



REPORT OF THE AUDITOR GENERAL

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

The following result for the 2022/23 Regularity Audit has been achieved:

- A **Clean Audit Opinion** was obtained.
- The financial statements present fairly, in all material respects, the financial position of the South African Weather Service as at 31 March 2023, and its financial performance and cash flows for the year then ended in accordance with the SA Standards of Generally Recognised Accounting Practice (GRAP) and the requirements of the Public Finance Management Act, Act 1 of 1999 (PFMA).
- The Auditor-General did not identify any material findings on the reported performance information for the selected programmes.
- No material non-compliance with selected legislative requirements was identified.
- No significant deficiencies in internal control were found.
- As disclosed in note 7 to the financial statements, material losses of R13,1 million were incurred as a result of write-off of irrecoverable trade debtors.
- As disclosed in note 37 to the financial statements, the corresponding figures for 31 March 2022 were restated as a result of an error in the financial statements of the public entity at, and for the year ended, 31 March 2023.
- Management have developed action plans to address the audit findings.

LIST OF ABBREVIATIONS/ACRONYMS

AASA	Airlines Association of Southern Africa
AAD	Africa Aero and Defence
ACAMS	Aeronautical Committee for Aeronautical Meteorological Services
A-CDM	Airport Collaborative Decision-making
ACE	Accumulated Cyclone Energy
AGSA	Auditor-General of South Africa
AI	Artificial Intelligence
ALF	Aerodrome Licensing Forum
AMC	Airport Management Centre
ARC	Agricultural Research Council
ARS	Automatic Rainfall Station
AFS	Annual Financial Statements
AGSA	Auditor-General of South Africa
APP	Annual Performance Plan
AVR	Automatic Voltage Regulators
AWS	Automatic Weather Station
AWOS	Automatic Weather Observation Systems
B-BBEE	Broad-Based Black Economic Empowerment
CARS	Civil Aviation Regulations
CATS	Civil Aviation Technical Standards
CEO	Chief Executive Officer
CoS	Committee on Services
CORDEX	Coordinated Regional Downscaling Experiment
COIDA	Compensation for Occupational Injuries and Diseases Act
Covid-19	Coronavirus disease of 2019
CPUT	Cape Peninsula University of Technology
CSIR	Council for Scientific and Industrial Research
DALRRD	Department of Agriculture, Land Reform and Rural Development
DFFE	Department of Forestry, Fisheries and the Environment
DIRCO	Department of International Relations and Cooperation
DoT	Department of Transport
DPME	Department of Planning, Monitoring and Evaluation
DWS	Department of Water and Sanitation
DWD	Deutscher Wetterdienst
EAP	Employee Assistance Programme
EAP	Economically Active Population
EVP	Employee Value Proposition
EC	Executive Council (WMO)
ECMWF	European Centre for Medium-Range Weather Forecasts

ENSO	El Niño Southern Oscillation
EU	European Union
EUMETSAT	European Organisation for the Exploitation of Meteorological Satellites
FDI	Fire Danger Index
GAW	Global Atmosphere Watch
GBON	Global Basic Observing Network (WMO)
GDP	Gross Domestic Product
GISC	Global Information Systems Centre (WMO)
GOOS	Global Ocean Observing System
GRAP	Generally Recognised Accounting Practice
HPC	High-Performance Computer
IATA	International Air Traffic Association
ICAO	International Civil Aviation Organization
ICT	Information and Communications Technology
IDDR	International Day for Disaster Reduction
ImpB	Impact-Based
INFCOM	Infrastructure Commission (WMO)
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
LDN	Lightning Detection Network
LEDET	Limpopo Economic Development, Environment and Tourism
MATCOM	Meteorological Authority Transfer Committee
METARs	Meteorological reports
MG	Management Group
MINMEC	Ministers and Members of Executive Councils
MoU	Memorandum of Understanding
MPLS	Multiprotocol Label Switching
MSP	Master Surveillance Plan
NFCS	National Framework for Climate Services
NMS	National Meteorological Services
NWP	Numerical Weather Prediction
OCHA	United Nations Office for the Coordination of Humanitarian Affairs
OCIMS	National Oceans and Coastal Information Management System
OECD	Organisation for Economic Co-operation Development
OEM	Original Equipment Manufacturer
OHS	Occupational Health and Safety
OPMET	Operational Meteorology
OTP	On-Time-Performance
PAIA	Promotion of Access to Information Act

LIST OF ABBREVIATIONS/ACRONYMS

PFMA	Public Finance Management Act
POPIA	Protection of Personal Information Act
PR	Permanent representative
PRMA	Post-Retirement Medical Aid
RADAR	Radio Detection and Ranging
RA I	Regional Association I
RCMS	Regulating Committee for Meteorological Services
RSMC	Regional Specialized Meteorological Center
RTC	Regional Training Centre
SAAQIS	South African Air Quality Information Systems
SAASTA	South African Agency for Science and Technology Advancement
SABC	South African Broadcasting Corporation
SACAA	South African Civil Aviation Authority
SADC	Southern African Development Community
SAEON	South African Environmental Observation Network
SANAE	South African National Antarctic Expedition
SANSA	South African National Space Agency
SAPRI	South African Polar Research Infrastructure
SARCOF	Southern Africa Regional Climate Outlook Forum
SMCRI	Shallow Marine and Coastal Research Infrastructure
SAWS	South African Weather Service
SBD	Standard Bidding Document
SCM	Supply Chain Management
SERCOM	Commission for Weather, Climate, Water and Related Environmental Services and Applications (WMO)
SMA	Seychelles Meteorological Agency
SOFF	Systematic Observations Financing Facility (WMO)
SOLAS	Safety of Life at Sea (Convention)
TAF	Terminal Aerodrome Forecast
TLP	Taking the Legislature to the People
TR	Treasury Regulations
TV	Television
UNFCCC	United Nations Framework Convention on Climate Change
UPS	Uninterruptible Power Supply
VI	Ventilation Index
WCSSP	Weather and Climate Science for Service Partnership
WIGOS	WMO Integrated Global Observing System
WMO	World Meteorological Organization
WRC	Water Research Commission

End Thank you!

