Academy of Science of South Africa (ASSAf)

Annual Performance Plan for 2022/2023

science & innovation

Department:
Science and Innovation
REPUBLIC OF SOUTH AFRICA

ASSAf
ACADEMY OF SCIENCE OF SOUTH AFRICA
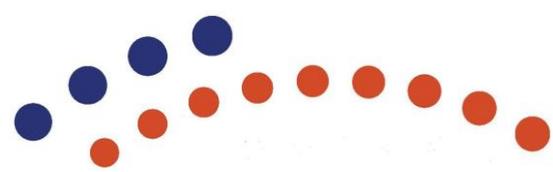
Executive Authority Statement

This 2022/23 Annual Performance Plan (APP), which is being submitted for year three of the 2020/21 – 2024/25 Five-year Strategic Plan (SP), demonstrates a progression in the delivery of activities outlined in the SP, including the necessary adjustments ASSAf has had to introduce in the 2020/21 APP in response to the COVID-19 pandemic. The ASSAf Secretariat, led by the Executive Officer, Prof Himla Soodyall, has ensured that ASSAf mitigated against these challenges and has delivered, and in some instances, performed beyond the projected targets and indicators for this period.

The 2022/23 APP has been composed with insights from lessons learned over the past few months which necessitated us to emerge from our comfort zones and adjust to these new scenarios. The ASSAf Council, which comprises highly accomplished Members of the Academy, invested unstintingly of their time and talents to enrich the governance and fiduciary aspects of the Academy. The Secretariat and Council have engaged throughout this period to ensure smooth transitions associated with operational activities. In addition, Council wishes to acknowledge with thanks the voluntary participation of its Members who have contributed generously of their time enabling ASSAf in achieving our objectives.

The ASSAf Management team have ensured inclusivity and transparency when preparing this 2022/23 APP with input from staff and engagement with the ASSAf Human Resources Committee, the ASSAf Audit and Risk Committee and the ASSAf Council. In addition, the internal and external auditing processes have ensured that ASSAf has proper risk management processes in place and adheres to compliance requirements in all aspects of its operational activities.

On behalf of the ASSAf Council, it gives me great pleasure to fully endorse this 2022/23 APP and to pledge support from Council in ensuring the implementation of activities proposed herein.

Prof Jonathan Jansen
President of The Academy of Science of South Africa (ASSAf)
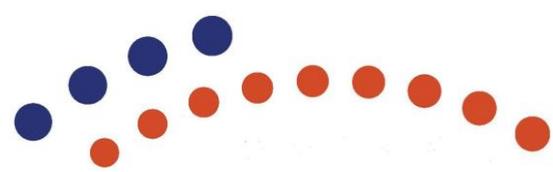
Accounting Officer Statement

The various ASSAf Programmes, namely the Science Advisory Programme (SAP), Scholarly Publishing Programme (SPP) and the Liaison Programme (LP) work collaboratively in ensuring delivery of the six outcomes presented in the SP, *viz*, (1) Independent, authoritative, and influential scientific advice, (2) Science engagement, (3) Mobilising knowledge, (4) Facilitating partnerships, (5) Scholarship support, and (6) Supporting transformation. In addition, the Administration and Governance Programme provides the supportive role that ensures delivery of these outcomes while adhering to compliance related activities.

Having engaged with the 2019 White Paper on Science, Technology, and Innovation (STI), Government's 2019-2024 Medium Term Strategic Framework (MTSF), the 2021 STI Indicators Report by NACI as well as other national policy frameworks, ASSAf has planned this 2022/23 APP taking into consideration how best to position its activities in support of the advancement of national priorities while addressing the ASSAf mandate of evidence-based science in the service of society.

Ongoing studies within the SAP provide support for Outcome 1 and contribute to national challenges in health, biosafety and biosecurity, environment, and energy. New initiatives to grow the ASSAf footprint within the disciplines of Social Sciences and Humanities as well Science, Technology, Engineering, and Mathematics (STEM) Education, ought to bring the two cultures of Natural Sciences and Social Sciences closer together. The recent impact and consequences of the COVID-19 pandemic has taught us that complementarity and collaboration trumps advocating for disciplinary dominance.

ASSAf's Forum on the Just Transition in South Africa has gained momentum following the planning meetings of the Executive Committee that resulted in the hosting of the first Forum meeting in October 2021. This much awaited multiple stakeholder engagement, with representation from communities, labour, government, and business stakeholders, among others, should contribute to shaping the way forward in formulating recommendations that could be used by the appropriate stakeholders in shaping the implementation of their own plans. The Just Transition addresses many issues enshrined in national priorities, including the Sustainable Development Goals (SDGs), and ASSAf looks forward in taking this agenda forward.

The SPP, with its various activities, ensures mobilisation of knowledge (Outcome 3) through publications in the *South African Journal of Science (SAJS)* and the *Quest* Magazine to target audiences of academics/scientists and learners, respectively. In addition, ASSAf supports many other products and services – like the Scientific Electronic Library Online – South Africa (SciELO SA) platform, open science, and the peer review of South African journals. The activities outlined in this APP contextualise the SPP's plans in ensuring advancement of science for public good.

Connecting the SPP and SAP with national, regional, and global networks requires the establishment and strengthening of strategic partnerships (Outcome 4) that is facilitated through the engagements within the LP. These partnerships, particularly in the national landscape, are critical to ensure utility of limited resources for maximum benefit of society.
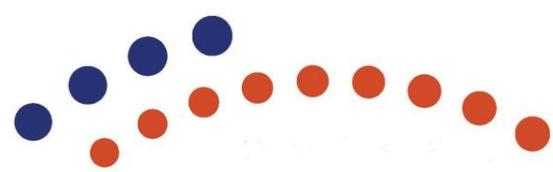
ASSAf is sensitive to the gender dimension in science and the various challenges women experience in present-day society. ASSAf is committed to addressing these issues as part of its transformation strategy in the 2022/23 financial year (Outcome 6).

Given that ASSAf is a Membership based organisation, it is also positioned to utilise the strengths within its Membership to support scientists where required. The Protection of Personal Information Act (POPIA) Code of Conduct for Research is one such example. In addition, as of July 2021, ASSAf supports continuing development of scientists by issuing participants who attend ASSAf webinars with Continuing Professional Development (CPD) accreditation points. The continued support of SAYAS and other initiatives like the Future Professors Programme, *etc*., are testament to ASSAf's commitment in providing scholarship support to scientists in the country (Outcome 5).

ASSAf acknowledges that in a multicultural society in which we have a diversity of people with different cultures and ideologies, providing opportunities for engagement (Outcome 2) through collegial dialogue and debate which are necessary to promote social cohesion. ASSAf strongly supports academic freedom and undertakes to enhance its communication efforts to promote its outreach to profile its activities.

Prof Himla Soodyall
**Executive Officer of the Academy of Science of South Africa**

Official Sign-Off

It is hereby certified that this Annual Performance Plan:

- Was developed by the Management of the Academy of Science of South Africa under the guidance of the Council of the Academy of Science of South Africa.
- Takes into account all the relevant policies, legislation and other mandates for which the Academy of Science of South Africa is responsible.
- Accurately reflects the Impact, Outcomes and Outputs which the Academy of Science of South Africa will endeavour to achieve over the period 2022/23.

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Morakeng Chiloane Financial Manager	
Himla Soodyall Executive Officer	
Jonathan Jansen President and Chair of Council	
Bonginkosi Emmanuel Nzimande Minister of Higher Education, Science and Innovation	

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Abbreviations & Acronyms

APP	Annual Performance Plan
ASSAf	Academy of Science of South Africa
AU	African Union
B-BBEE	Broad-Based Black Economic Empowerment
BRICS	Brazil, Russia, India, China, South Africa
COGTA	Department of Cooperative Governance and Traditional Affairs
COHORT	Committee of Heads of Organisations for Research and Technology
CPD	Continuing Professional Development
DDM	District Development Model
DHET	Department of Higher Education and Training
DSI	Department of Science and Innovation
EO	Executive Officer
G20	Group of 20
GenderInSITE	Gender in Science, Innovation, Technology and Engineering
IAP	InterAcademy Partnership
IDRC	International Development Research Centre
ISC	International Science Council
ISC ROA	ISC Regional Office for Africa
IT	Information technology
LP	Liaison Programme
MIMI	Municipality Innovation and Maturity Index
MoU	Memorandum of Understanding
NACI	National Advisory Council on Innovation
NASAC	Network of African Science Academies
NDMAF	National Disaster Management Advisory Forum
NDP	National Development Plan
NIHSS	The National Institute for the Humanities and Social Sciences
NPDO	National Policy Data Observatory
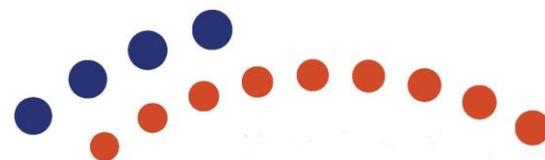
NRF	National Research Foundation
NSI	National System of Innovation
OWSD	Organization for Women in Science in the Developing World
PAP	Pan-African Parliament
PFMA	Public Finance Management Act
POPIA	Protection of Personal Information Act
S20	Science 20
SA	South Africa
SAAE	South African Academy of Engineering
SACNASP	South African Council for Natural Scientific Professions
SADC	Southern African Development Community
SAGE	Scientific Advisory Group on Emergencies
SAJS	South African Journal of Science
SAP	Science Advisory Programme
SARChi	The South African Research Chairs Initiative
SAYAS	South African Young Academy of Science
SciELO	Scientific Electronic Library Online
SciELO SA	Scientific Electronic Library Online – South Africa
SDG	Sustainable Development Goal
SPP	Scholarly Publishing Programme
STEM	Science, technology, engineering and mathematics
STI	Science, technology and innovation
STISA	Science, Technology and Innovation Strategy for Africa
TWAS	The World Academy of Sciences
TWAS SAREP	TWAS Sub-Saharan Africa Regional Partner
UK	United Kingdom
UNESCO	United Nations Educational, Scientific and Cultural Organization
WiSET	Women in Science, Engineering and Technology
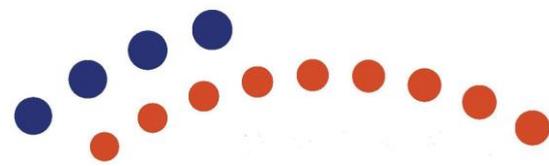
Part A: Our Mandate

1.   Updates to the relevant legislative and policy mandates

This 2022/23 APP outlines ASSAf's operational activities for the third year of the 2020/21 – 2024/25 SP.

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)".

There are no additional policies to be reported during this period.

2.   Updates on Institutional Policies and Strategies

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 the document is being finalised by the ASSAf Executive Officer (EO).

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

The blended model of working from home and working at the office premises is still in place to ensure the safety of staff while we are still exposed to the COVID-19 pandemic.

All ASSAf activities are still being conducted virtually.

3.   Updates to Relevant Court Rulings

There were no court rulings during this period.
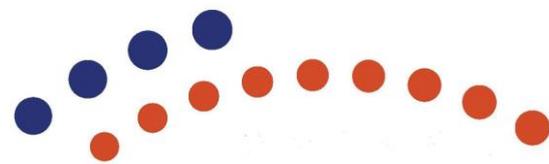
Part B: Our Strategic Focus

4.   Situational analysis (Period 1 April 2021 – 15 January 2022)

4.1.   Updated situational analysis - overview

In the 2020/21 – 2024/25 SP, ASSAf positioned itself to advance three core national thematic priority areas:

(a) advancing the objectives of the White Paper on STI and the MTSF in support of the Department of Science and Innovation (DSI) mandate
(b) promoting the advancement of evidence-based research related to national priorities, including the deliverables of the SDGs
(c) science engagement and science communication.

Despite having to conduct ASSAf activities virtually, and with the blended model of working from home and going to the office, when necessary, ASSAf has delivered on all its targets and indicators when advancing these thematic priority areas. These have been presented in quarterly reports and the 2020/21 Annual Report.

In the five-year SP, ASSAf proposed to operationalise its activities around six strategic objectives that are outcome and output driven:

Outcome 1 - Independent, authoritative, and influential scientific advice,
Outcome 2 - Science engagement,
Outcome 3 - Mobilising knowledge,
Outcome 4 - Facilitating partnerships,
Outcome 5 - Scholarship support,
Outcome 6 - Supporting transformation.

This model is working well with uptake and delivery within the SAP, SPP and LP. With emphasis on generating output and contributing to these outcomes, all Programmes have contributed to advancing the six Outcomes, albeit at different levels, depending on the nature of activities conducted in their Programmes. In addition, there is a greater commitment among staff to collaborate on joint initiatives instead of working solely within their niches.

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.
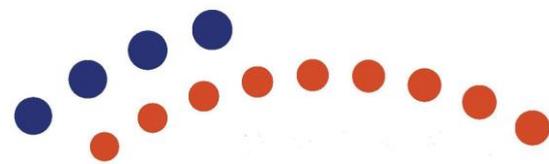
4.2. External environment

4.2.1 Policy environment

The national policy environment remains unchanged since the submission of the last SP and 2021/22 APP.

Although we have seen drafts and presentations of the Decadal Plan by the Director General of the DSI, Dr Phil Mjwara, the Plan has not been officially released.

The implementation of the POPI Act since 1 July 2021 necessitated compliance from ASSAf and all staff, ASSAf Members, and Stakeholders have been informed accordingly.

ASSAf's strategic direction is centred around and aligned to the key priorities set in the MTSF:

- **Priority 1**: Capable, Ethical and Developmental State;
- **Priority 2**: Economic Transformation and Job Creation;
- **Priority 3**: Education, Skills and Health;
- **Priority 4**: Consolidating the Social Wage through Reliable and Basic Services;
- **Priority 5**: Spatial Development, Human Settlements and Local Government;
- **Priority 6**: Social Cohesion and Safe Communities; and
- **Priority 7**: A Better Africa and World.

More specifically, ASSAf's approach would be to align its activities within the six MTSF outcomes as follows:

- be transformative in building and strengthening human capital development thereby contributing to the economic competitiveness of South Africa, which in turn, will create job opportunities for economic development (linked to **MTSF Priorities 1 & 2**)
- harness evidence-based studies to promote advancements in STEM education, health- related issues, environmental issues, societal issues, and ethics (linked to **MTSF Priority 2**)
- deliver effective science engagement and communication at all stakeholder levels to promote public understanding of science and the public's understanding of the value of science thereby also building on social cohesion (**MTSF Priority 5**)
- collaborate with other entities in advancing the District-Metro Coordination Model (**MTSF Priority 6)** especially in the DSI identified districts of Ekurhuleni, Zululand and Ugu and other area identified by the DSI. In fact, ASSAf has been requested to co-ordinate the activities of the entities on behalf of the DSI to advance this priority.
- create a better Africa and World (**MTSF Priority 7**) through service to society in accordance with the mandate of the Academy

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. Both parties have committed to refine ASSAf's policy brief on managing multiple forms of crises by local government and to assist SALGA in raising awareness of the challenges faced by municipalities. ASSAf has been approached by SALGA to assist in the dissemination and awareness raising of the findings on their assessment of the disaster risk
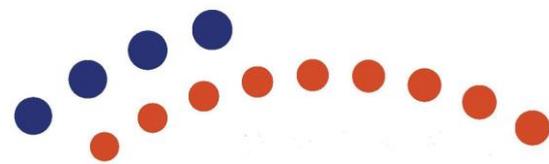
management capability of local government and a webinar was held in this regard at the end of the third quarter.

Ongoing activities outlined in this 2022/23 APP will build on the momentum of ASSAf activities that support the DSI outcomes outlined below:

- **Outcome 1** - A strong, transformed, inclusive, responsive and coherent NSI
- **Outcome 2** – Human capabilities and skills for the economy and for development
- **Outcome 3** – Increase knowledge generation and innovation outputs
- **Outcome 4** – Knowledge utilisation for economic development
- **Outcome 5** - Knowledge utilisation for inclusive development
- **Outcome 6** - Innovation in support of a capable and developmental state

4.3. Internal environment

The COVID-19 pandemic remains a priority across all national agendas. The country has had to contend with two additional waves of the transmission of the virus as well as new variants that accelerated the transmission, while trying to roll out vaccines during this period. In addition, the recent riots in KwaZulu-Natal and Gauteng provinces added strain to the economy and deepened the emotional stress and wellbeing of staff and citizens affected by these events. These events necessitated engagement at all levels of ASSAf operations. In addition, ASSAf staff and Members have 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).

Other areas of closure continued to affect the economy contributing to further pressure on the fiscus. Limited travel due to countries changing their policies to allow South African's entry and permitting flights from South Africa also posed challenges for academic exchange. This required ASSAf to change its policy to stop travel both nationally and internationally until November 2021 when this policy was updated to allow travel following national recommendations for travel.

4.3.1 Organisational environment

Council: Prof Tawana Kupe was appointed as the NACI representative on Council by the Minister in September 2021.

Secretariat: As of October 2021, ASSAf Council and Members are supported by 29 individuals under the leadership of Prof Himla Soodyall as the EO. There has been one resignation in this financial year cycle.

Premises: ASSAf has renewed the existing lease agreement with ERIS Property Group in Persequor Park for an additional year. The renewed lease agreement will commence on 1 January 2022.
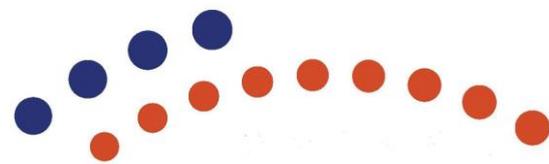
The World Academy of Sciences Sub-Saharan Africa Regional Partner (TWAS SAREP): ASSAf will continue to host TWAS SAREP to strengthen cooperation within Africa.

Organization for Women in Science in the Developing World (OWSD) South Africa National Chapter (**OWSD SA):** The Academy has hosted OWSD SA National Chapter since 2009. With budgetary cuts, ASSAf is unable to provide the services of its staff to support the operational activities of OWSD. This decision was communicated to their Executive by the ASSAf EO in an official communication sent on 16 September 2021.

South African Young Academy of Science (SAYAS): SAYAS celebrated its 10th anniversary in August 2021 and ASSAf continues to provide secretariat assistance and funding to support their activities. Where possible, ASSAf ensures collaboration with SAYAS and includes their members in Working Groups and Standing Committees. Since July 2021, ASSAf is also providing secretariat support to SAGE (the Scientific Advisory Group on Emergencies).

South African Academy of Engineering (SAAE): Office space and support services are provided to the SAAE at no cost.

4.3.2 Performance environment

The past eighteen months has taught us resilience and challenged us to embrace the "new normal". ASSAf remains committed to bringing together the multidisciplinary expertise of its Membership in driving the outcome-based activities in the ongoing service of supporting government in these challenging times.

A summary of ASSAf's output by way of publications up until 15 January 2022 of this reporting period is summarised in Table 1 below.
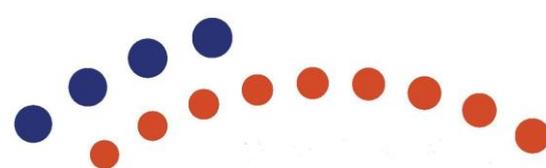
Table 1. Summary of publications output (1 April 2021 to 15 January 2022)

Date	Scholarly/Peer Review Reports
May 2021	Peer Review of Scholarly Journals in History, Philosophy and Politics
November 2021	Peer Review of Scholarly Journals in Mathematics and Science
Date	**Consensus Studies**
June 2021	Root Causes of Low Vaccination Coverage and Under-Immunisation in Sub-Saharan Africa
August 2021	Evaluation Of Alternative Telecommunication Technologies for The Karoo Central Astronomy Advantage Area
August 2021	Second Biennial Report on the State of Climate Change Science and Technology in South Africa
Date	**Books and Booklets**
August 2021	Essential facts about COVID-19 - The disease, the responses, and an uncertain future
Date	**Proceedings Reports**
November 2021	National rollout of the Municipal Innovation Maturity Index (MIMI) (a tool to measure innovation in municipalities) as part of the Innovation for Inclusive Development (IID) Seminar Series
Date	**Statements**
July 2021	The No Paraffin! Campaign: A Call to Action
July 2021	SAGE Situational Analysis and Strategic Advisory on Farming and Food Security in South Africa in the Aftermath of Widespread Public Violence and Looting in Kwazulu-Natal and Gauteng between 10-14 July 2021
August 2021	SAGE Advisory on the outbreak of foot-and-mouth disease in KwaZulu-Natal in June-July 2021: mitigating a potential emergency
August 2021	Crises - economy, society, law, and culture (SSH20 Academies Joint Statement)
August 2021	Pandemic preparedness and the role of science (SSH20 Academies Joint Statement)
September 2021	SAGE Situational and Strategic Advisory on Social and Political Instability in South Africa

4.3.3 Membership

ASSAf is built around its people, and its strength lies in the diversity (race, gender, discipline, geographic distribution) and academic excellence (distinguished international scholars) of its Membership who contribute to the knowledge economy and skills development in the country and is supported by a dynamic Council and motivated Secretariat.

The Membership has grown to 633 following the election, deaths and resignations of Members in 2020 and 2021. Women now make up 29% of Membership and black academics 33%.

ASSAf, supports the view of the Minister and the DSI regarding transformation of the membership of the academy. Almost every single deliberation of the ASSAf management
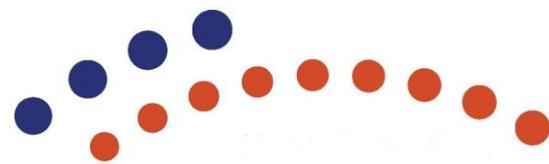
and Council is concerned with how to fulfil this commitment. There are two realities that we face on the path to that objective.

One, academies are honorific bodies that bring into their membership the most accomplished scientists and scholars in their societies. For reasons well-known, the underdevelopment of black academics for more than a century means that there is a limited pool, at the moment, for achieving that commitment at pace. That is why ASSAf has invested time and resources, and made available its base of membership expertise, to boost the work of the SAYAS and the Future Professors Programme (FPP), so that the transformation objective can be reached in due course.

Two, academies around the world select new members via the broader membership of that academy. In other words, the process of selection is subject to the decisions of peers, the established members of every academy. ASSAf would lose its standing and credibility if members are chosen through external or political intervention and threaten the very idea of the academy in Africa.

4.3.4 Strategic partnerships and internationalisation

ASSAf actively collaborates with the DSI in advancing several national, regional and international activities to ensure that its profile has a global reach:

- **National:** ASSAf's strategic national partners include organisations in the NSI, particularly science councils and industry. The Academy is currently improving its partnerships with parliament, civil society and business, which were more recently initiated.

- **Regional (SADC and Pan African):** A significant portion of ASSAf's international liaison work is focused on African cooperation. This includes building and maintaining relationships with African academies of science undertaking collaborative initiatives and supporting the Network of African Science Academies (NASAC). In this instance, ASSAf hosts TWAS SAREP.

- **International:** ASSAf's engagements with key strategic partners such as the World Science Forum, the BRICS academies of science, the European Union (EU), United Nations Educational, Scientific and Cultural Organization (UNESCO), and the World Health Organization (WHO), among others. ASSAf also participates actively in the G20 countries grouping of academies, which is called Science 20 (S20), and the Royal Society.

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

4.4. Operational landscape

(a) Funding

ASSAf has used its baseline funding judiciously to mitigate against budget cuts imposed because of the COVID-19 pandemic. Conducting activities virtually, without having to incur costs for travel as well as hosting of meetings, has significantly reduced expenditure for these activities. In addition, the reduction of office space rented by ASSAf has also contributed to
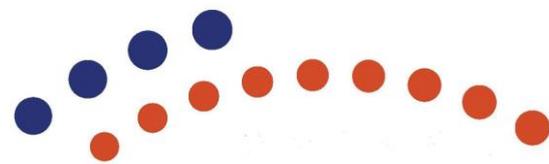
cost-saving measures adopted by ASSAf.

Additional funding from outside contracts is in place to support specific activities.

ASSAf promotes and follows procurement practices in compliance with the BBBEE Act.

(b) Transformation

ASSAf's approach to transformation is wide-ranging in its reach and impact and focuses on three elements: ASSAf Membership, ASSAf's organisational practices and culture, and performance of transformational science. The Transformation Policy was updated in July 2021, and a Transformation Strategy is being finalised.

(c) Human Resources

As a member-based organisation, the Secretariat provides support to the Members who are engaged in ASSAf activities. ASSAf has recruited talented and motivated staff. The majority hold Bachelors or postgraduate degrees. Out of a total of 29 employees, 18 are black and 20 are women. ASSAf has no employees with disabilities.

Staff are encouraged to diversify their portfolios to align their skills to the deliverables outlined in this APP. In the past year, two staff Members obtain PhDs (Dr Stanley Maphosa and Dr Phyllis Kalele). Two other staff are being supported to further their studies and improve on their academic qualifications.

The introduction of the position of Governance Coordinator currently occupied by Ms Renate Venier has improved on ASSAf's efficiency and quality of reporting and responding to Governance issues. This appointment has been a significant support to the ASSAf EO and Council.

Although the staff turnover for the 2020/21 financial year has been significant, Management has decided to place a moratorium on recruitment unless it is absolutely imperative to replace a terminated employee.

Management has undertaken processes of consultation with existing staff members and reallocated responsibilities to other members of staff qualified to take on some of these responsibilities thus ensuring that the gaps are filled and that we do not neglect our deliverables.

(d) Infrastructure

Since March 2020, ASSAf staff have continued to follow the blended model of work-from-home with the option of going to the premises if required. This required access to the internet, a functional server to facilitate scholarly publishing, and surge protectors for the electricity power cuts experienced in Gauteng.

Zoom licenses were renewed to enable staff to conduct virtual meetings whilst working from home.

The current IT services contract has come to an end, and with the assistance of PURCO
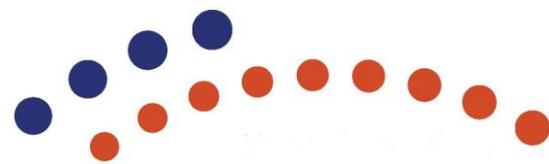
(Purchasing Consortium Southern Africa) a five-year contract with a new service provider is being sought.

Part C: Measuring Our Performance

5. Institutional Programme Performance Information

This 2022/23 APP has been prepared in alignment with the 2020/21–2024/25 five-year SP which came into effect on 1 April 2020. The new ASSAf performance plan will be driven through focused, transdisciplinary, and strategic outcome-oriented goals, namely (1) Independent, authoritative, and influential scientific advice, (2) Science engagement, (3) Knowledge mobilisation, (4) Facilitating partnerships, (5) Scholarship support and (6) Supporting transformation within the Science Advisory Programme (SAP), Scholarly Publishing Programme (SPP) and Liaison Programme (LP). Operations and resources are organised and conducted by the Administration and Governance Programme, which involves administrative, financial, human resources, communications and IT services, while ensuring support to Council and compliance to the PFMA regulations.

5.1. Programme: Administration and Governance

All activities relating to the ASSAf Council, ASSAf legislation and regulations fall under this programme.

5.1.1. Governance

Administration and targets for 2022/23 are as follows:

- Ensure good governance through Council
- Ensure Council decisions are executed timeously and effectively
- Oversee and drive the anticipated changes to the ASSAf Act.

The Institutional Review covering the period 1 April 2015 to 31 March 2020 is currently underway in accordance with the review policy and the planned date of completion is 31 March 2022.

5.1.2 Finance and Risk

This sub-programme ensures that financial management systems are in place so that ASSAf's resources are prudently and optimally utilised. Compliance is central to all activities. Responsibilities include budgeting, financial reporting, procurement of goods and services, as well as risk management. With effect from mid-2015, there has been an increased focus on supply chain management and risk management.

Targets for 2022/23 are as follows:

- Efficient and effective implementation of the risk management strategy
- Regular updating of the risk register
- Focus on IT risks
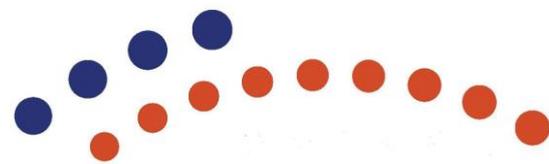
- Efficient, effective, and compliant supply chain management
- Attainment of an unqualified audit.

5.1.3 Human Resources

The Human Resources function provides ASSAf with human resources management services as follows: staff recruitment and retention, staff training and development, staff performance monitoring, employee relationship management, development and implementation of human resources systems, and development, implementation and monitoring of organisational policies and procedures, statutory compliance reporting, employee wellness education and facilitation, and compensation administration.

Targets for 2022/23 are as follows:

- Address gaps in ASSAf's policies and procedures and compile relevant documentation.
- Ensure compliance with relevant policies and procedures.
- Achieve an integrated model that is outcome driven and becomes activity driven in three broad categories, as indicated in the ASSAf strategic plan, by embarking on a workplace assessment exercise.
- Conduct a thorough inventory of employees' skills and other characteristics such as talent, education and experience.
- Implementation of an electronic performance management system.

ASSAf will embark on consultation and communication processes to ensure employees are kept informed and that the change process remains transparent.

5.1.4 Communication

The main purpose of this sub-programme is to provide effective and targeted communication with ASSAf stakeholders to support the vision of the Academy to be the apex organisation of science and scholarship in South Africa and to increase the visibility and standing of ASSAf. It aims to build the ASSAf brand and to communicate the achievements of ASSAf and its Members to ASSAf stakeholders. ASSAf stakeholders include Members, representatives of government and science councils, universities, sponsors and the public.

Targets for 2022/23 are as follows:

- **Newsletter:** The Science-for-Society Quarterly newsletters will be published with more focus on engagement of ASSAf Members to contribute articles. In addition, staff will report on ASSAf activities and events in which staff have participated in raising the profile of the Academy.

- **Media Liaison:** The sub-programme will ensure visibility of ASSAf and its activities in the media through the issuing of eight media releases. The print, online and broadcast media will be monitored to determine uptake and impact of Academy activities.
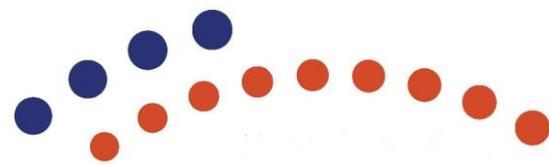
- **Website:** To ensure that the ASSAf website keeps up with new technology and stays fully functional, the ASSAf website will be rebuilt and launched.

- **Technical production of reports:** The sub-programme will be responsible for the technical production of the reports planned.

5.2. Programme: Science Advisory Programme (SAP)

5.2.1 Purpose

ASSAf assists in the fulfilment of its science advisory role in support of policy regarding key challenges facing the nation. A variety of relevant consensus studies are undertaken. Studies generally fall into broad categories related to health, education, climate change, energy, the science-policy nexus, biosafety and biosecurity, poverty reduction, scholarly publishing, and open science. In addition to evidence-based studies on various issues, ASSAf undertakes policy commentaries, proceedings, other reports, and policymakers booklets and produces authoritative statements when appropriate. Activities in this programme contribute mostly towards ASSAf's outcome-based goal (1) Independent, authoritative, and influential scientific advice and supports all six of the DSI outcomes (see p.14) and in creating a better Africa and world (MTSF Priority 6).

5.2.2 Health and Related Studies

Consensus studies: There are <u>two</u> ongoing consensus studies in this area:

Ethical, Legal and Social Issues (ELSI) related to Gene Therapy: A South African Perspective. The study was approved by Council and commenced in May 2019. Since then, the Panel has made good progress and will continue working over the next 12 months to complete their reviews of the literature and writing up the different sections of the report.

The Challenges of Good Governance and Management in the South African Health System. While this study was approved by Council in February 2019, it was only possible to hold the inaugural meeting of the Panel in August 2020. Members of this Panel have already identified the areas they wish to cover and have assigned individuals to Working Groups. This will continue for the next 12 months with plans to meet at least three times to allow the Committee to review their progress and to re-evaluate new tasks.

In addition, two new consensus studies have been discussed by the Standing Committee, one on "**Air Pollution and Human Health", and the other on "Pharmacy Education**". The Programme Officer is working with the proposers of each study to draft proposals for presentation and approval by the ASSAf Council in early 2023. If approved, applications for funding and constitution of the study groups will commence.

Webinars: We plan to host at least <u>four</u> webinars during the next financial year covering topics related to the COVID-19 pandemic and other heath related topics.
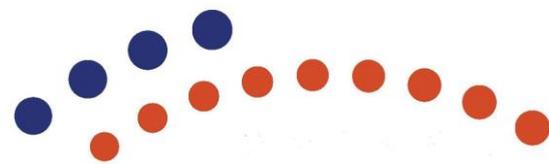
5.2.3   Biosafety and Biosecurity

Consensus studies: There is one ongoing study entitled "**The State of Laboratory Biosafety and Biosecurity in the SADC Region**". This study commenced in 2019 but despite many attempts by the researchers, the Chairperson of the Committee, and the ASSAf EO engaging with Members from the SADC region to complete the questionnaire, we still await responses. We are working closely with the new Chairperson of the Biosafety and Biosecurity Committee to try and move this study forward. We propose to schedule at least two meetings with the Committee in the first half of 2022 before finalising the report for review.

A revision of the "**One Health**" proposal is underway taking into consideration the comments from Council and the Standing Committee. It is envisaged that the revised proposal should be drafted before the first meeting of Council in 2022.

A further study entitled "**Dual Use Research of Concern (DURC)**" has been proposed by the Committee. DURC describes research (typically in the life sciences) that is intended to produce answers to legitimate research questions but may be misapplied with nefarious purposes. The misuse of research findings, either intentionally or not, is a long-standing concern of science, but governance of the subject has been lagging. Currently, there is no policy or legislation in South Africa governing DURC (directly), other than the Acts and Regulations addressing non-proliferation. The study could contribute scientific advice towards the drafting of policies which could be beneficial for society in line with the ASSAf mandate. The Programme Officer is working with the proposers of the study to finalise the proposal for presentation and approval by the ASSAf Council in early 2022.

Webinars: We plan to host at least <u>two</u> webinars during this period; one in the first half and the other in the second half.

5.2.4   Environment and Energy

Consensus studies: One 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 to report on progress of work, and to draft and finalise a report on outcomes of the work, with the view of drafting a national strategic framework on peaceful uses of nuclear technologies in South Africa. The final report will be published in September 2022.

Forum on the Just Transition in South Africa: Following the first meeting of the Forum, planned for October 2021, a clear understanding of the scope of activities for 2022/23 under the auspices of the Forum will be 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.

Science for the Reduction of Poverty and Inequality: Having 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.
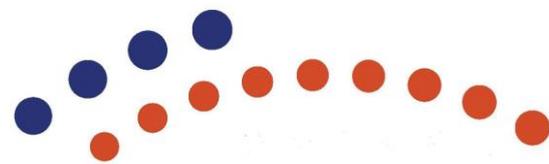
Webinars and hosting of other virtual activities: These will be considered following the decisions taken by the Standing Committee for the Reduction of Poverty and Inequality and the Executive Committee of the Forum for the Just Transition in SA.

5.2.5   Science, Technology, Engineering and Mathematics (STEM) Education

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 a vital component of the ASSAf mandate, and we plan to appoint a new Standing Committee to advance this portfolio. We endeavour to appoint the new members before the end of 2021 to ensure that planning for the new financial year can proceed. Following a planning meeting, 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 has been advertised and we hope to employ a person to take up this position by February 2022.

5.2.6   Social Sciences and Humanities

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.

This Standing Committee will be supported by the Programme Officer also responsible for STEM Education.

5.3.   Programme: Scholarly Publishing Programme (SPP)

5.3.1 Purpose

SPP activities are regarded as a strategic intervention in the NSI in South Africa. Their goal is to enhance national capacity to produce and publish research and to increase the quality and visibility of South African research publications. To achieve this goal, the SPP is responsible for the peer review of South African scholarly journals, the implementation of the open access platform for scholarly journals, the hosting of a National Scholarly Editors' Forum and a National Scholarly Book Publishers' Forum. A major thrust of this programme is the production and dissemination of the Academy's flagship journal, the *South African Journal of Science (SAJS),* and the science magazine, *Quest.*

Activities in this Programme contributes largely to ASSAf's outcome-based goal (3) Knowledge Mobilisation and outcome (2) Science engagement and supports DSI outcomes 3,4, 5 & 6 and MTSF Priority 3.
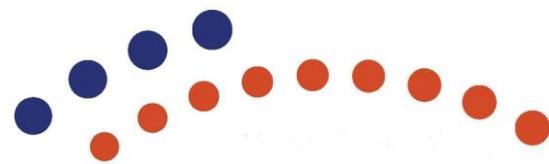
5.3.2   *South African Journal of Science (SAJS)*

Plans are in place to publish six regular issues, in May 2022, July 2022, September 2022, November 2022, January 2023 and March 2023. It is anticipated that two special issues are planned. One on "Waste as a Resource: South African Perspective", guest edited by the SARChi Chairs in the Water to Resource Community of Practice, for April/May 2022. The special issue will assist policymakers and decision-makers by providing research on current societal and environmental issues in waste, the technology available and the sustainable practices within the waste sector to achieve a sustainable circular economy in South Africa and Africa. Circularity is essential for social and economic resilience as well as planetary health. The other special issue is on COVID-19 in South Africa, in which peer-reviewed research will provide a synthesis on the effects of the global COVID-19 pandemic from a multidisciplinary and South African perspective.

5.3.3 *Quest* Magazine

Four issues, one in each quarter of the 2022/23 financial year, will be produced covering foremost scientific work conducted by scientists locally and internationally in a form that is accessible to the target audience and to support curricula work at various scholarly levels.

The term of the current Editor came to an end in December 2021 and ASSAf appointed a guest Editor to ensure continuity of *Quest* for the next issue. Management will engage with the *Quest* Editorial Board to appoint an Editor to take over this role before the next financial year.

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

Between two to four additional journals are planned to be added to this platform. Staff will continue with updating new articles to existing journals and to ensure accessibility and indexability of journals hosted on this platform. The financial aspects regarding ASSAf's role in ensuring sustainability of this platform is being addressed through dialogue with the DSI.

5.3.5 Khulisa Journals

It is envisaged that at least four new titles will be added to the Khulisa suite of 12 Journals while ensuring ongoing maintenance, training of Editors, and the enhancing of standards of existing journals on this platform.

5.3.6 ASSAf Research Repository

The ASSAf research repository facilitates the digital preservation of ASSAf's legacy by ensuring scholarly communication and accessibility to ASSAf reports and other published activities. This requires constant support to maintain and populate this resource, which will be ongoing throughout the 2022/23 financial year.
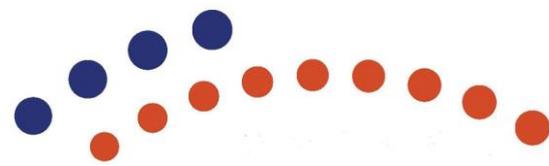
5.3.7 Committee on Scholarly Publishing in South Africa (CSPiSA)

The new Committee on Scholarly Publishing which was constituted in 2021 has already had their inaugural meeting in 2021 and is working on a new strategic vision for the CSPiSA, drafting a new Terms of Reference for SPP, and plan for new consensus studies in this domain. In addition, the Committee will explore opportunities of engaging with the DHET to draft a National Quality Framework for scholarly publishing and support the ASSAf EO when participating in the drafting of the National Open Science Policy Framework. These activities will take place virtually throughout the 2022/23 financial year with support from the ASSAf staff.

5.3.8 Peer Reviews of Scholarly Journals

The DHET is in the process of rolling out its new National Quality Framework for Journals. It is envisaged that ASSAf will play a new enhanced role in development of this Framework. The adaptation of the peer review process in assessing quality and advising the DHET on the accreditation of journals will be reviewed to add more value to the system and address new challenges and needs to ensure quality research outputs in South Africa.

Following the publication of the last Peer Review Report of Scholarly Journals; "*Grouped Peer Review of Scholarly Journals in the Other Disciplines Group*" will bring the evaluation of all 320 accredited South African published journals to an end.

5.3.9 Humanities Biennial Book Award

The next Humanities Book award will be considered in the 2022/23 financial year. A Panel will be set up in the first quarter of this period to assist ASSAf in the process. The previous Panel suggested that ASSAf should consider hosting a different competition for young emerging scholars to incentivise them to publish books and encourage recognition of their work. This will be addressed with the new Panel, and if approved, funding will be sought to support the initiative. The planning, advertising, reviewing of nominating books, *etc*. will proceed throughout the financial year to ensure winners are announced before the end of the financial period in March 2023.

5.3.10 *Legends of South African Science III*

ASSAf is planning the publication of the third edition of the *Legends of South African Science* book with production scheduled for the 2022/23 financial year. *Legends III* will follow in the footsteps of the first and second editions in profiling Members of the Academy.

5.3.11 African Scientists Directory (ASD)

ASSAf inherited the responsibility for the upkeep of the ASD from the International Science Council Regional Office for Africa (ISC-ROA) following their closure in March 2021. There are still several applications that must be reviewed prior to adding them to the Directory. This is ongoing, and together with new applications, will be untaken throughout the financial period.
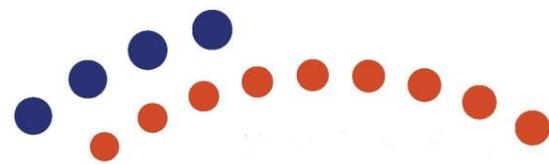
This resource facilitates the free flow of scientists and scientific knowledge across the borders; and promotes the participation of African scientists in activities of the global scientific community. In addition, it contributes to ensuring efficient information transfer from the global scientific community to the scientific community in Africa; and the collection and dissemination of any valuable scientific information for Africa. Lastly, the ASD promotes and facilitates the formation of scientific societies and academies within the continent as well as sub-regional partnerships on the continent. The Directory also promotes and facilitates capacity building in Africa, including support for post-graduate training programmes for early-career scientists.

5.4. Programme: Liaison Programme (LP)

5.4.1 Purpose

ASSAf has a good track record in establishing and strengthening partnerships and engagements with key stakeholders and organisations in the country, regionally and internationally. Its primary purpose is also to promote and recognise excellence and scholarly achievement, strengthening and enhancing international scientific linkages, and advancing engagement with key policymakers in government, including parliament and relevant national scientific organisations and provides further support of ASSAf outcome (4) Facilitating partnerships. In addition, many of the activities in this programme are conducted in collaboration with the DSI thereby promoting outcomes 1-6 of the DSI and MTSF Priorities 5 & 7.

5.4.2 ASSAf Public Lectures

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

- Presidential Roundtable which is hosted by the President and features topical issues to engage non-specialist audiences in science (at least one each financial year),
- 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 (at least one a year),
- 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. At least one such lecture is planned annually.

The specific dates and topics for discussion will be finalised following consultation and hosted (interspersed) throughout the 2022/23 financial year.

5.4.3 Strategic Partnerships: National

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.
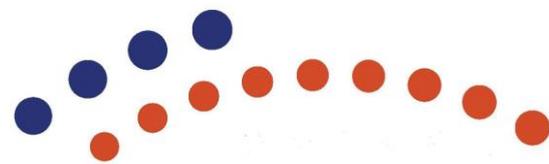
Innovation for Inclusive Development (IID) seminar series

In collaboration with the DSI (Mr Imraan Patel: Deputy Director-General of Socio-Economic Innovation Partnerships), 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.

One such initiative is the Municipality Innovation and Maturity Index (MIMI). These are indicators that are meant to measure the public sector maturity to innovate. Another is the Smart Cities initiative which encourages DSI entities to use STI to advance these initiatives. ASSAf will continue to explore opportunities with the DSI and other entities to use these to advance the District Development Model (DDM) agenda.

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. The Secretariat will organise the meetings, take minutes for these meetings, and facilitate engagement among the membership.

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 and ASSAf is responsible for organising these meetings, minute taking, and producing reports that are submitted to the DSI. ASSAf teams have also been designated to work alongside DSI as contact persons for different district municipalities to ensure that science is included in the planning stages of projects undertaken by the technical teams at all spheres of government. These activities will continue throughout 2022/23.

National Disaster Management Advisory Forum (NDMAF)

The Academy is a member of the NDMAF that is facilitated by the National Disaster Management Centre under the Department of Cooperative Governance and Traditional Affairs (COGTA) since 2019. The role of the Academy in this forum is to facilitate the engagement between government, civil society, private sector, and nonprofit organisations during these deliberations.

ASSAf is currently hosting the SAGE, an initiative advanced by SAYAS, who will provide rapid, independent, multidisciplinary scientific and strategic advice to the relevant stakeholders on emergency issues that require time-sensitive attention. In addition, a recent partnership with the University of South Africa (Unisa) seeks to advance the No Paraffin! Campaign. Both activities will continue through engagement to address disaster risk reduction, disaster response and disaster rehabilitation.

This will be achieved through publication of Statements, reports and when required, webinars throughout the 2022/23 financial year.
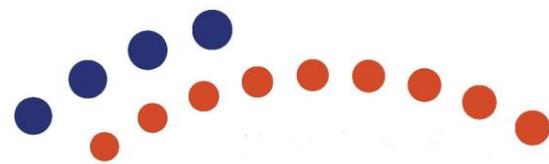
National Policy Data Observatory (NPDO)

ASSAf is part of the NPDO and engages with the Committee on issues related to the COVID-19 pandemic whenever a meeting is organised. This will continue into the new year, and ASSAf will contribute to the dialogue keeping the Committee aware of its activities.

5.4.4 Strategic Partnerships: African

The World Academy of Science (TWAS) sub-Saharan Africa Regional Partner (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.

Various activities, including young scientists from across the continent are planned for the 2022/23 financial year.

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. Placed in the southern region of the continent, ASSAf continues to support the development of new academies in the region (most recently, Angola, Lesotho, Malawi, and the Democratic Republic of Congo [DRC]) and contributes to enhancement of the activities of newly formed academies by hosting joint webinars. ASSAf will work with the UN Technology Bank and NASAC on various initiatives that strengthen existing academies and contribute to the advancement of the SDGs and address challenges on the African continent. Jointly hosted webinars will continue throughout the 2022/23 financial year.

Southern African Development Community (SADC)

SADC, the inter-governmental organisation is affiliated with 16 countries in southern Africa. Its goal is to further regional socio-economic cooperation and integration as well as political and security cooperation.

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. ASSAf will engage with these countries to assist where possible.

ASSAf is currently conducting a Biosafety and Biosecurity consensus study in the SADC region, and some diplomacy is required to advance this very important study, especially in times of the COVID-19 pandemic. Continued dialogue facilitates the progress on this study.

5.4.5 Strategic Partnerships: International

InterAcademy Partnership (IAP)

IAP is the global network of science, engineering and medical academies working together to provide independent expert advice on scientific, technological and health issues. 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
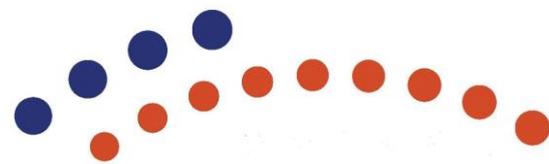
Groups ensuring continued engagement.

The Academy will ensure that young scientists from South Africa are nominated to be part of the Young Physician Leaders' Program, and in the dissemination of reports published by the IAP. These activities take place on an *ad hoc* basis throughout the year.

BRICS Academies Network

The BRICS Academies, represented by academies affiliated with the BRICs countries Brazil, Russia, India, China, and South Africa, was established as a network in 2018. The draft strategic document developed during 2020/21 awaits endorsement by all Academies in the network so that recommendations contained in the plan can be implemented. It was anticipated that this may be on the agenda for the next BRICS Academies meeting scheduled to be hosted by India in 2021 but this meeting did not take place as expected.

In addition, ASSAf assists the DSI in nominating young scientists to participate in the BRICS Young Scientists Forum annually. The Academy plans to build a network of alumni who have previously participated in precious BRICS Young Scientists Forum.

Science 20 (S20):

The science academies of the G20 states, referred to as the Science 20 (S20), have met since 2017 in Germany, and have produced Statements that are shared with Heads of State in their Annual Summit. 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.

ASSAf participates in the annual S20 meeting, and their joint statements.

5.5   Transformation

5.5.1 Purpose

ASSAf must be aware of national, regional and international issues and be in a position to respond to these in an ethical manner to enable delivery of its mandate and goals. In addition to implementing "changes" when responding to operational issues, ASSAf strives to ensure organisational and Membership transformation with respect to inclusion across gender, race, disciplines, and institutional affiliation and to improve on representivity of institutions across the country.

The ASSAf transformation agenda (Outcome 6) is supported by all ASSAf staff and endorsed by Council. This is a key objective of the DSI outcome 1 and linked to MTSF Priorities 1 & 2.

5.5.2 Gender issues

Although ASSAf hosts the OWSD South Africa National Chapter (OWSD SA), lack of resources to fund a full-time secretariat to oversee the activities of OWSD SA came to an end on 31 March 2021. ASSAf will continue to support the OWSD Executive Committee with the organisation of their meetings but is unable to assist with any additional responsibilities. ASSAf does however share the same vision of OWSD SA and will continue to support joint activities to advance this common agenda.
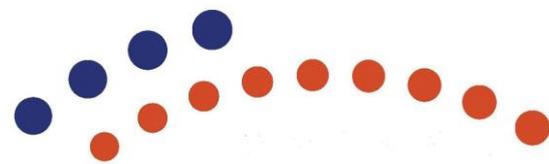
ASSAf's own work under the auspices of a grant from the International Development Research Centre (IDRC) on "Eliminating Barriers to Women's Participation in Science: A Study of the African Research Universities Alliance" is ongoing. Engagement on the project's progress has been undertaken with the Alliance for Research Universities in Africa (ARUA) through its Secretary General. Data collection has commenced in eight universities, while clearance for the project is still being sought for the remaining eight universities. The COVID-19 pandemic has compromised the progress planned for the study, and a no cost extension will be negotiated with the funders for the planning period in order to ensure that the deliverables are achieved.

ASSAf plans to set up a Gender Advisory Committee to drive the ASSAf vision in response to gender issues in South Africa. Rather than working in isolation, ASSAf will endeavour to bring the efforts of other organisations to work collaboratively for better outcomes. This is planned for the first quarter in the new financial year following which the agenda for the 2022/23 financial year will be formulated.

5.5.3 Diversifying ASSAf Membership

By bringing together representatives from the ASSAf Membership, SAYAS membership, TWAS Affiliates, OWSD members and ASSAf Management staff, ASSAf will continue to host webinars in different regions of the country to profile ASSAf within the scientific community, the business sector and among civil society. In addition, Members will be encouraged to nominate female scientists, black scientists, scientists from previously disadvantaged universities and scientists who represent disciplines not well represented within the Academy, who meet the criteria for nomination for Membership to the Academy. In addition to being inducted into the Academy, ASSAf would like to motivate and encourage its Members to change the paradigm to involving them more in Academy work with support from the Secretariat rather than having the Secretariat doing the work on their behalf.

5.5.4 Promoting the development of young researchers

This item continues to remain a high priority on the agenda of the Academy since young scientists of today are destined to becoming the next generation of scientific leaders, many of whom will become Members of the Academy. As the future brain trust of the country, who will have to take on the baton in ensuring the delivery of STI into society, it is imperative to motivate these young scholars and to nurture their future in academic activities.

ASSAf does this through support and hosting of SAYAS, assisting the DSI in identifying young researchers to participate in global events like the Lindau Nobel Laureat meeting in Germany, the BRICS academies meeting for young researchers in the countries where the meetings are being hosted, involving them in committees within ASSAf, supporting the Future Professors Programme and disseminating important announcements related to funding opportunities and other events that advances their growth. ASSAf staff across all its activities are involved in supporting young scientists throughout the year and will continue in this quest to build on activities currently in place. These activities also overlap with Outcome 5 (scholarship support).
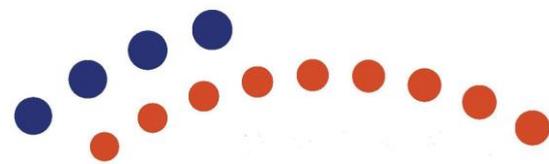
5.5.5 Impact of Science

ASSAf intends that its activities should be impactful and contribute to bringing about change for the betterment of society. Given that we still live in a world where our society continues to being subjected to the inequalities in various contexts, ASSAf plans to evaluate the situation through engagement with the scientific community via webinars on topics linked to:

- 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?

Some of these topics are being covered within other ASSAf programmes, but it is relevant for the organisation to consider them under the theme of "impact of science".

5.6 Scholarship Support

5.6.1 Purpose

The Membership of the Academy consists mainly of academics who represent the apex scholars in the country. In addition, ASSAf supports the development of young scholars and hosts SAYAS. The Academy plays a role in supporting the advancement of skills development through STI in the country, thereby contributing to the human capital agenda of the NDP. In addition, the Academy has the potential to convene relevant stakeholders and support and promote advocacy on behalf of academics and scientists in the country (Outcome 5). This initiative promotes outcomes 1 and 3 of the DSI and MTSF Priority 3.

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

ASSAf is in the process of drafting a Code of Conduct for Research to support the scientific community in South Africa when addressing the protection of personal information for research. Once this is accepted by the Information Regulator (SA), ASSAf will have the responsibility of responding to complaints. To achieve this, ASSAf will be required to establish a committee to assess complaints in relation to the Code of Conduct for research, and report on the sector's compliance with the Code to the Information Regulator on an annual basis. It will be a requirement for ASSAf to review the Code within three years of its coming into force, and further reviews to be conducted every four years. Work on this will take place throughout the next financial year.

5.6.3 Supporting Continuing Professional Development (CPD)

As a recognised Voluntary Association of the South African Council for Natural Scientific Professions (SACNASP), ASSAf has introduced a CPD system to support scientists who attend webinars hosted by the Academy. Participants are now issued with CPD certificates with details of the talks attended and points earned to use in support of their continuing development portfolios. This will be an ongoing advantage offered by ASSAf to support academics and scientists.
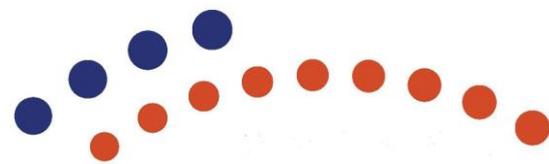
5.7 Science Engagement and Communication

5.7.1 Purpose

Once consensus studies and other ASSAf activities are concluded, considerable effort is expended in disseminating the findings and ensuring effective uptake of the recommendations. ASSAf regularly hosts workshops/symposia on a variety of topics. ASSAf ensures the delivery of effective science engagement and communication at all stakeholder levels to promote public understanding of science and the public's understanding of the value of science, thereby also building on social cohesion. This is an important feature of Outcome 2 in the ASSAf five-year SP all the DSI outcomes and MTSF Priorities.

5.7.2 Science engagement

Considering that ASSAf is now conducting its activities virtually, it is possible to host many more events, subsequently enhancing its outreach since it is now possible for anyone from any part of the country and the globe to join webinars, provided they have access to data and the facilities to connect to the internet.

In addition to plans to host webinars by the different ASSAf Programmes, we also plan to use these tools of connectivity to extend the ASSAf footprint using the multidisciplinary nature of ASSAf Membership to contribute to thematic activities associated with Africa Day, Human Rights Month, Youth Month, Women's Month, Heritage Month, National Science Week and Open Science Week to profile the Academy.

The ASSAf EO now hosts a new webinar series "In conversation with…" profiling interesting topics of research conducted by Members and other scientists to reinstall the excitement and value of scientific research into the public domain. These conversations are intended to give scientists more time to engage with their topic and the audience and also use these opportunities of contexualising impactful research with the ASSAf priorities. Most importantly, ASSAf sees this webinar series as an opportunity to stimulate lively discussion about science to a mixed audience.

In the 2020/21 – 2024/25 SP, ASSAf identified its stakeholders. However, it is timely for ASSAf to revisit how effective its outreach is in engagement with these stakeholders. This will be examined in the new financial year- year three of the current SP.

5.7.3 Communication

Communication is the last but most important stage in the pipeline of delivery of activities conducted by the Academy. It is important to package the messages in ways that engage the audience and recipients of our products. The new look quarterly ASSAf e-Newsletter, launched in September 2021, packages information thematically and includes invited articles from the ASSAf EO, President, ASSAf Members, and other contributions to enhance the reader's experience rather than just providing a narrative. The impact of this will be assessed in the next financial year.
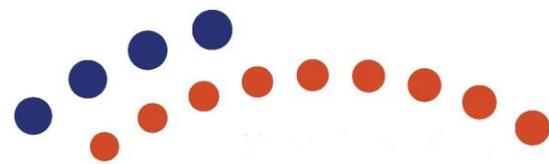
All ASSAf publications are hosted on the ASSAf website (www.assaf.org) and other products like Media Releases and Statements are disseminated widely by the ASSAf Communications Officer.

ASSAf also has an obligatory reporting requirement to report to various divisions within the DSI, the Minister of Higher Education, Science and Technology of SA, and the Parliamentary Portfolio Committee on Higher Education, Science and Technology. It is important that these engagements are used well by ASSAf to ensure that policymakers are made aware of the activities undertaken by the Academy and that ASSAf is a partner who is committed to supporting national imperatives.

6. Outcomes, outputs, output indicators and targets

The ASSAf Secretariat staff have a wide range of competencies and are encouraged to direct their passion and skills towards elevating activities through the outcome-based approach adopted by ASSAf and through a more impactful engagement with the Membership.

Details of the activities linked with the outcomes, outputs and associated output indicators and targets are provided in Table 2. In addition, the alignment of ASSAf activities with the DSI outcomes and MTSF priorities are also indicated in Table 4.
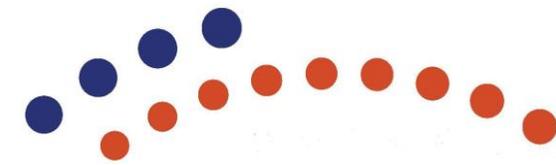
Table 2: Outcomes, Outputs, Performance Indicators and Targets

Outcome 1: Independent, authoritative and influential scientific advice (SAP)								
Outputs	**Output indicators**	**Audited performance**			**Estimated performance**	**MTEF Targets**		
		2019/20	**2020/21**	**2021/22***	**2022/23**	**2023/24**	**2024/25**	**2025/26**
Consensus studies	1. Number of consensus studies	2	2	(5)	2	2	2	2
Publication of proceeding reports, policymakers-booklets or statements	2. Number of proceedings reports, policy-makers booklets and statements	11	12	(10)	8	8	8	8
Outcome 2: Science engagement (all Programmes)								
Outputs	**Performance indicators**	**Audited performance**			**Estimated performance**	**MTEF Targets**		
		2019/20	**2020/21**	**2021/22***	**2022/23**	**2023/24**	**2024/25**	**2025/26**
Special Public lectures	3. Number of special public lectures	5	14	(18)	5	5	5	5
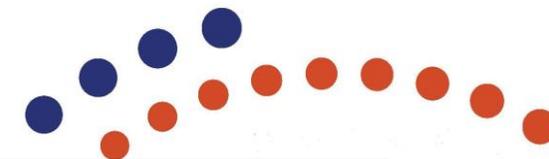
Webinars & Workshops/ Conferences	4. Number of webinars, workshops/ conferences hosted	4	31	(29)	12	12	12	12
Newsletters	5. Number of newsletters	4	4	(3)	4	4	4	4
Media releases	6. Number of media releases	24	23	(17)	20	20	20	20

Outcome 3: Mobilising knowledge (SPP)

Outputs	Performance indicators	Audited performance			Estimated performance	MTEF Targets		
		2019/20	2020/21	2021/22*	2022/23	2023/24	2024/25	2025/26
Publication of the *SAJS*	7. Number of issues of *SAJS* published	6	7	(4)	6	6	6	6
Publication of *Quest* science magazine	8. Number of issues of *Quest* published	4	4	(4)	4	4	4	4
Electronic catalogues of ASSAf's publications archived for public use	9. Repository (electronic catalogue of all publications)	18	19	(13)	8	8	8	8
Visibility, Accessibility and searchability of SA research outputs	10. Number of new journal titles on SciELO SA open access platform*	3	4	(2)	2	2	2	2

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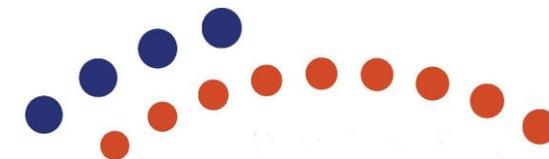
Outcome 4. Facilitating partnerships (LP)

Outputs	Performance indicators	Audited performance			Estimated performance	MTEF Targets		
		2019/20	2020/21	2021/22*	2022/23	2023/24	2024/25	2025/26
ASSAf activities among national, regional and international partners	11. Number of strategic partnerships	2	7	(8)	4	4	4	4

Outcome 5: Scholarship support (all Programmes)

Output	Performance indicators	Audited performance			Estimated performance	MTEF Targets		
		2019/20	2020/21	2021/22*	2022/23	2023/24	2024/25	2025/26
Collaborations with and strengthening of African Science academies	12. Number of activities supported with other African academies	2	6	(3)	4	4	4	4
Development of young scientists	13. Number of young scientist activities supported	4	10	(6)	4	4	4	4
Rewarding excellence of scholars	14. Number of ASSAf Gold Medals awarded	1	2	(2)	1	1	1	1
	15. Biennial Humanities Book Award	0	1	(0)	1	0	1	1

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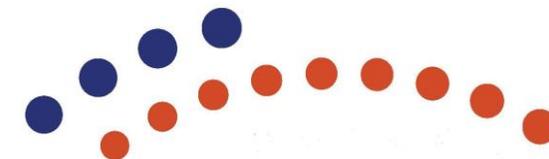
Outcome 6: Supporting transformation (all Programmes)							
Output	Performance indicators	Audited performance			Estimated performance	MTEF Targets		
		2019/20	2020/21	2021/22*	2022/23	2023/24	2024/25	2025/26
To transform the Membership of the Academy	16. Proportion of black Members (new/total black, [total membership]; (% of total)	10/179 [573] (31%)	16/199 [599] (33%)	(0) (33%)	Growth by 2% of total black Members p.a.	Growth by 2% of total black Members p.a.	Growth by 2% of total black Members p.a.	Growth by 2% of total black Members p.a.
To promote women and gender in science	17. Proportion of female Members (new/total female, [total membership]. (% of total)	8/155 [573] (28%)	14/168 [599] (28%)	(1%) (29%)	Growth by 2% of total number of women p.a.	Growth by 2% of total number of women p.a.	Growth by 2% of total number of women p.a.	Growth by 2% of total number of women p.a.

Note: *The 2021/22 information includes actual performance for Quarters 1, 2 and 3 (ending 31 December 2021).*

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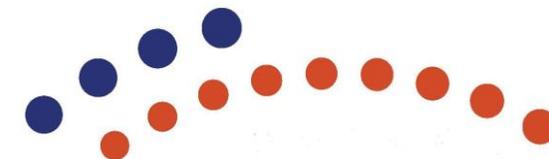
7. Output indicators: annual and quarterly targets

The quarterly and annual targets for the seventeen indicators are summarised in Table 3.

Table 3: Indicators: Annual and Quarterly 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: Mobilising knowledge					
Indicator: Strengthened interaction and access to ASSAf 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 SciELO platform	2				2
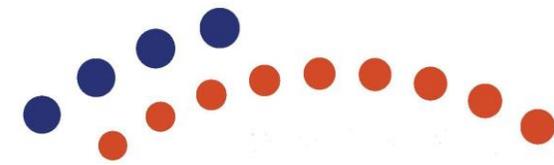
|					
Outcome 4: Facilitating partnerships					
Indicator: Strengthened and newly created national, Pan-African and international partnerships					
11. Number of strategic partnerships	4	1	1	1	1
Outcome 5: Scholarship support					
Indicator: Developed capacity and capacity amongst young scientists and 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 ASSAf Gold Medals awarded	1			1	
15. Biennial Humanities Book Award	1				1
Outcome 6: Supporting transformation					
Indicator: Organisational 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%	
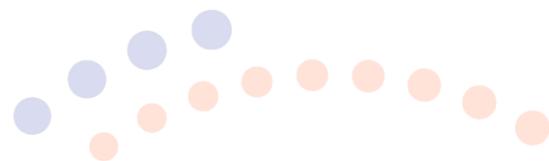
8. Explanation of planned performance over the medium-term period

The envisaged activities and performance within each Programme in relation to the ASSAf strategic outcomes as per the SP are summarised below (Table 4). The details of the activities linked to these outcomes, output and impact were presented in sections 5.2 to 5.7 in this APP.

**Table 4: The ASSAf performance plan over the medium-term period**

| Programme: Science Advisory Programme		
Outcome	**Envisaged Output**	**Impact**
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 outcomes 1-6 of the DSI and MSTF 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 outcome 1, 2, & 6 and MTSF Priority 7.

9.   Programme Resource Considerations

ASSAf gratefully acknowledges the financial support it receives from the DSI for its operational activities. The projected baseline allocation from the DSI, in relation to the total projected budget over the 2020 MTEF is presented in Table 5 below. Historically, ASSAf has been able to secure external funding to supplement the baseline income in support of some of its activities. However, negative national and global economic outlook and the impact of COVID-19 has placed high levels of uncertainty on the possibility of securing external funding. The resource allocation considerations as presented on Table 5 below is underpinned by the National Treasury's emphasis of zero budgeting. For the 2022 MTEF, the parliamentary grant constitutes the main source of ASSAf funding.

Table 5: Summary of ASSAf's financial resources

| 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
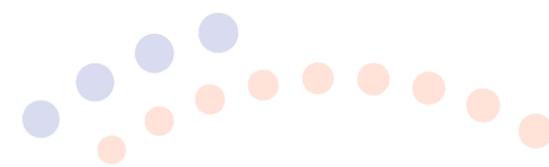
10. Updated Key Risks

Table 6: Key risks and mitigation

Key Risk	Risk Mitigation
Human Capital	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	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	1. Ensure that ASSAf periodically receives reports on: 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	1. Manage relationships with partners 2. Always ensure adherence to established protocols regarding the approval of reports

Membership transformation	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	1. Ensure compliance with applicable legislation and regulations 2. Ensure and enforce compliance to policies and procedures.
Collaboration	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.
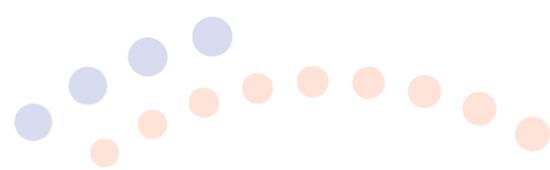
Part D: Technical Indicator Description (TID)

Indicator title 1	Number of consensus studies.
Definition	A consensus study is an evidence-based and peer-reviewed report on a topic of national or global interest. It may be initiated by the ASSAf Council, a Standing Committee, an ASSAf Member, a senior ASSAf staff member or an external partner or funder. The study usually takes 12-24 months to complete and is approved for release by the ASSAf Council.
Source of data	Publications are hosted on the ASSAf internal repository
Method of calculation / assessment	Consensus studies are completed and then reviewed by at least one local specialist, one regional and one international specialist. Comments in the review reports are addressed by the Consensus Study Committee that is approved by Council. The Chair then submits a final revised version of the study to the Council for endorsement. Once approved, the study is launched and then hosted on the Internal Repository. The final indicators are then simple count of all publications.
Assumptions	All publications are approved by Council and that accurate record-keeping is in place and supported by a functional repository.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with annual target
Indicator responsibility	Programme Officers, Executive Officer

| Indicator title 2	Number of proceedings reports, policymakers booklets and statements.
Definition	A proceedings report is a published record of an ASSAf event such as a conference, workshop or symposium. Views expressed are those of the individuals and not necessarily those of the Academy nor a consensus view of the Academy based on an in-depth evidence-based study. Policymakers Booklets are a summary of Consensus Study Reports and are a concise summary of scientific information aimed at making scientific information accessible to policymakers. A statement is a clear expression on a key issue of common interest (nationally or globally) issued publicly. A statement may be generated internally or jointly with other academies or science academy networks. Statements issued in the name of the Academy are subject to the approval of the ASSAf Council.
Source of data	Publications are hosted on the ASSAf internal repository
Method of calculation / assessment	Statements and Policymakers Booklets must be approved by Council prior to publication. The final indicators are then a simple count.
Assumptions	All publications are approved by Council and that accurate record-keeping is in place and supported by a functional repository.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with annual target
Indicator responsibility	Programme Officers, Executive Officer

| Indicator title 3	**Number of special lectures.**
Definition	Special lectures include the Presidential Roundtables, the ASSAf Science-Business Leadership Forums, Embassy Lectures, the Distinguished Visiting Scholar lectures, the Royal Society of South Africa lectures hosted at UCT, the Innovation for Inclusive Development lectures and the In Conversation with series. These are held annually to engage the general public and relevant stakeholders in science that benefits society. Virtual forms of engagement have been introduced since March 2020 because of the COVID-19 pandemic.
Source of data	ASSAf internal records management system
Method of calculation / assessment	Counting the science engagement activities of different types
Assumptions	Relevance of topics to attract participation and availability of virtual tools to host meetings. Accurate record-keeping and a functional internal repository system when archiving of information.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with annual targets
Indicator responsibility	ASSAf Secretariat staff, Executive Officer

| Indicator title 4	**Number of webinars, workshops or conferences.**
Definition	Workshops and conferences are short or long meetings at which a group of people engage in intensive discussion on a particular subject or project. Workshops and conferences can cover seminars, symposiums, side events, pre-events and sessions, for example, organised under the Science Forum SA umbrella. Virtual forms of engagement have been introduced since March 2020 because of the COVID-19 pandemic.
Source of data	ASSAf internal records management system
Method of calculation / assessment	Counting the science engagement activities of different types
Assumptions	Relevance of topics to attract participation and availability of virtual tools to host meetings. Accurate record-keeping and a functional internal repository system when archiving of information.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with annual targets
Indicator responsibility	ASSAf Secretariat staff, Executive Officer

Indicator title 5	Number of ASSAf newsletters.
Definition	Electronic news bulletin issued quarterly to the Members of ASSAf and other relevant stakeholders nationally and globally. An electronic means to engage with the public and scientific community.
Source of data	Communications division within ASSAf
Method of calculation / assessment	Newsletter is published quarterly (4 per annum) and media releases are released when information needs to be communicated.
Assumptions	Staff provide Communication team with necessary content for the newsletter and with relevant information to be released.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with annual targets
Indicator responsibility	Communications team, Secretariat staff and Executive Officer

| Indicator title 6	Number of ASSAf media releases.
Definition	A media release is an official statement delivered to members of the media and other stakeholders for the purpose of providing information, an official statement, or making an announcement.
Source of data	Communications division within ASSAf
Method of calculation / assessment	Media releases are released when information needs to be communicated.
Assumptions	Staff provide Communication team with necessary content for the newsletter and with relevant information to be released.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with annual targets
Indicator responsibility	Communications team, Secretariat staff and Executive Officer

| Indicator title 7	Number of issues of *SAJS* published.
Definition	The *SAJS* is an open access, multidisciplinary journal published bimonthly by the Academy. Its objective is to promote the visibility and impact of South African and African research by publishing high-quality original research from Africa or on African-relevant issues that will be of interest to readers in any discipline and for the benefit of scholars, educators, the general public and policymakers
Source of data	*SAJS* website; it is published electronically.
Method of calculation / assessment	*SAJS* is published every two months and results in 6 publications annually. On occasion, *SAJS* publishes special issues.
Assumptions	All publications meet the necessary deadlines and supported by all processes within the supply chain management system to be functional.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with annual targets
Indicator responsibility	ASSAf Secretariat staff involved with scholarly publishing, the Editors of *SAJS* and the Executive Officer

Indicator title 8	Number of *Quest* issues published.
Definition	The *Quest Magazine* is a quarterly, popular science magazine aimed specifically at the youth and the general public who have an interest in the sciences. It aims to present the country's (South Africa's) foremost scientific work in an accessible form and can be used to support curricula work at various levels and institutions.
Source of data	Research repository, *Quest* website
Method of calculation / assessment	*Quest* is published electronically every quarter, which results in four publications annually.
Assumptions	All publications meet the necessary deadlines and supported by all processes within the supply chain management system to be functional.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with annual targets
Indicator responsibility	ASSAf Secretariat staff involved with scholarly publishing, the Editors of *Quest*, and the Executive Officer

| Indicator title 9	Electronic catalogue of all publications (Repository)
Definition	The institutional repository is an archive for collecting, preserving, and disseminating and providing open access to the digital copies of the intellectual output and other digital institutional assets of ASSAf to provide global visibility.
Source of data	ASSAf institutional repository
Method of calculation / assessment	Simple count
Assumptions	Accurate record-keeping and a functional system.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with targets
Indicator responsibility	Scholarly Publishing Manager, Executive Officer

Indicator title 10	Number of new journal titles on the Scientific Electronic Library Online (SciELO) SA Open Access platform
Definition	ASSAf hosts the SciELO Open Access platform which facilitates journal accessibility and searchability of high quality South African research outputs.
Source of data	Articles published in Journals hosted on the SciELO Open Access platform can be accessed electronically from the SciELO Open Access website.
Method of calculation / assessment	At least two journals are added annually to the SciELO Open Access platform.
Assumptions	Accurate record-keeping and a functional system.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with targets
Indicator responsibility	SciELO SA Open Access platform Operations Manager, Scholarly Publishing Manager, Executive Officer

Indicator title 11	Number of strategic partnerships.
Definition	Engagement in a range of new activities and projects with organisations and academies in South Africa, on the continent and internationally, through partnership working on a common goal.
Source of data	ASSAf management records system. Record keeping of Memoranda of Understanding (MOUs).
Method of calculation / assessment	Simple count
Assumptions	Activities, with funding, is available to conduct collaborative activities.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with targets
Indicator responsibility	International Liaison Manager, Executive Officer

| Indicator title 12	Number of activities supported with other African academies.
Definition	Build and maintain relationships with and strengthen African academies of science by undertaking collaborative initiatives and supporting the Network of African Science Academies (NASAC).
Source of data	ASSAf management records system.
Method of calculation / assessment	Simple count
Assumptions	Activities, with funding, is available to conduct collaborative activities.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and annually
Desired performance	In line with targets
Indicator responsibility	International Liaison Manager, Executive Officer

Indicator title 13	Number of young scientist activities supported.
Definition	Activities with the goal to develop capability and capacity amongst young/early career researchers. Young scientist activities include studies, conferences, workshops, seminars, publications, science advice and participation in standing committees.
Source of data	ASSAf internal records management system.
Method of calculation / assessment	Simple count
Assumptions	Availability of funding.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Quarterly and Annually
Desired performance	In line with target
Indicator responsibility	Young Scientist Liaison, Executive Officer

Indicator title 14	**Number of ASSAf Gold Medals awarded.**
Definition	The ASSAf Science-for-Society Gold Medal Award is an annual award and its purpose is to recognise outstanding scientists who have applied scientific thinking in the service of society. All areas of science and scholarly work are considered.
Source of data	ASSAf internal records management system
Method of calculation / assessment	Up to two Gold Medal awards are made annually.
Assumptions	Nominations are submitted for candidates who meet the required criteria for awards.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Annual
Desired performance	In line with target
Indicator responsibility	Governance Coordinator, Executive Officer

Indicator title 15	**Biennial Humanities Book Award.**
Definition	The ASSAf Humanities Book Award is presented to a writer/s of a scholarly, well-written work of non-fiction, published up to three years prior to its nomination. The book should be noteworthy in its contribution to developing new understanding and insight of a topic in the Humanities, Social Sciences or the Performing Arts.
Source of data	ASSAf internal records management system
Method of calculation / assessment	Humanities Book Award is presented biennially.
Assumptions	Nominations are submitted for candidates who meet the required criteria for awards.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Annual
Desired performance	In line with target
Indicator responsibility	Programme Officer, Executive Officer
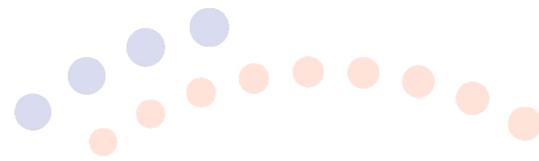
Indicator title 16	Proportion of black Members.
Definition	The purposeful targeting of black scientists to be nominated and finally selected as members of ASSAf. This is part of the transformation agenda to address issues of diversity and inclusivity.
Source of data	ASSAf Membership databases
Method of calculation / assessment	Assessment of membership statistics following the completion of the annual membership election process
Assumptions	All targeted efforts in electing black scientists to the Academy will have the desired impact.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Annual
Desired performance	In line with target
Indicator responsibility	Governance Coordinator, Executive Officer

Indicator title 17	Proportion of female Members.
Definition	The purposeful targeting of women scientists to be nominated and finally selected as members of ASSAf. This is part of the transformation agenda to address issues of diversity and inclusivity.
Source of data	ASSAf Membership databases
Method of calculation / assessment	Assessment of membership statistics following the completion of the annual membership election process
Assumptions	All targeted efforts in electing women scientists to the Academy will have the desired impact.
Disaggregation of beneficiaries (where applicable)	Not applicable
Spatial transformation (where applicable)	Not applicable
Reporting cycle	Annual
Desired performance	In line with target
Indicator responsibility	Governance Coordinator, Executive Officer