

ANNUAL

Report



VOTE NO. 15
Financial Year
2022/2023



traditional affairs

Department:
Traditional Affairs
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF TRADITIONAL AFFAIRS VOTE NO. 15

ANNUAL REPORT 2022/2023 FINANCIAL YEAR



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GENERAL INFORMATION



PART

1. DEPARTMENT GENERAL INFORMATION

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2. LIST OF ABBREVIATIONS/ACRONYMS

AFS	Annual Financial Statements
AGSA	Auditor-General of South Africa
APP	Annual Performance Plan
BAS	Basic Accounting System
CFS	Corporate and Financial Services
CFO	Chief Financial Officer
CGF	Corporate Governance Framework
CIA	Customary Initiation Act
CoGTA	Cooperative Governance and Traditional Affairs
CONTRALESA	Congress of Traditional Leaders of South Africa
CRLRC	Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities
CSD	Central Supplier Database
CTLDC	Commission on Traditional Leadership Disputes and Claims
CWP	Community Works Programme
DALRRD	Department of Agriculture, Land Reform and Rural Development
DDM	District Development Model
DM	District Municipality
GBVF	Gender Based Violence and Femicide
HOD	Head of Department
IDP	Integrated Development Plan
IMTT	Inter-Ministerial Task Team
ISC	Institutional Support and Coordination
LHTKL	Local House(s) of Traditional and Khoi-San Leaders
MANCO	Management Committee
MRM	Moral Regeneration Movement
MEC	Member of Executive Council
NHTKL	National House of Traditional and Khoi-San Leaders
NIOC	National Initiation Oversight Committee
OR Tambo	Oliver Reginald Tambo District Municipality
PFMA	Public Finance Management Act
PHTKL	Provincial House(s) of Traditional and Khoi-San Leaders
PICC	Provincial Initiation Coordinating Committee
PWD	Persons/ People with Disabilities
RPL	Research, Policy and Legislation
SAPS	South African Police Service
SMME	Small Medium Micro Enterprise
SMS	Senior Management Service
SP	Strategic Plan
SPLUMA	Spatial Planning and Land Use Management Act
TC	Traditional Council
TKLA	Traditional and Khoi-San Leadership Act



3. FOREWORD BY THE MINISTER



**Ms Thembi
Nkadameng**

This annual report is being tabled at a time when we are nearing the end of the term of the sixth administration, and are planning for the 2024/25 financial year which will usher in the seventh administration.

We submit this report delighted by the Department's achievement of a clean audit opinion for the seventh consecutive year. This is the performance standard that we are setting and want to continue to improve to be more impactful to meet the needs of our communities.

We remain steadfast in our efforts to oversee the successful implementation of the District Development Model (DDM). The District Development Model is an integrated planning model for cooperative governance which seeks to ensure integrated, district-based service delivery approach aimed at fast-tracking service delivery.

During the period under review we held several Presidential DDM izimbizo whose aim is to assess service delivery and the availability of enabling infrastructure, evaluating levels of coordination across all spheres of government and interacting with communities over the challenges they face.

The President together with members of Cabinet engaged directly with the communities and stakeholders, addressing their concerns and mapping solutions that will enable integrated service delivery. Traditional Leaders have been part of these engagements and were afforded the opportunity to engage with the Ministers and the President as part and parcel of the izimbizo. The engagements with traditional leaders created an opportunity to reflect on progress made towards resolving issues that have been raised by traditional leaders as well as appreciating the persistent challenges that needed to be addressed.

I would like to thank the Chairperson of the National House of Traditional and Khoi-San Leaders, Kgosi Seatlholo, Rapulana! the Chairpersons of Provincial and Local Houses of Traditional and Khoi-San Leaders and all senior traditional leaders who were hosting us in their respective areas where the izimbizo were held, all other traditional leaders and our vibrant communities for their unwavering support during the imbizos. They indeed brought the South African character to the DDM platforms.

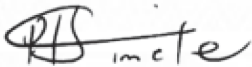
The Commission on Khoi-San Matters (CKSM) is a statutory body established in terms of section 51(1) of the Traditional and Khoi-San Leadership Act, 2019 (Act No. 3 of 2019) (the Act). The Commissioners commenced duty on 1 September 2021 and have since been working to process applications for Khoi-San Communities and Leaders, which opened on 30 March 2022. To date, 104 applications have been received and are being processed. The Commission is also, as a value add, undertaking applicant member investigations to assist applicants to understand the requirements that will lead to fast tracking the process.

The Department's progress pertaining to the successful implementation of the Customary Initiation Act, 2021 (Act no 3 of 2021) is overshadowed by the challenges pertaining to the deaths of initiates, particularly in the Eastern Cape Province. Too many initiates have been lost in the EC Province. The Department of Traditional Affairs, and the National Initiation Oversight Committee (NIOC) working with all the initiation role players the Eastern Cape Province, will be conducting targeted awareness campaigns in the Eastern Cape, in OR Tambo in particular as it is a hotspot to try and address this problem. We hope that this will assist us to curb the deaths of our young people.

Going forward, we remain resolute to implement the DDM, and we are well on course with the Eastern Seaboard Development Initiative. Within the Eastern Seaboard Development Initiative, we are engaging with the KwaZulu Natal and the Eastern Cape Provincial Houses of Traditional and Khoi-San Leaders as well as the affected four Local Houses of Traditional and Khoi-san Leaders to participate actively and ensure that their communities benefit from the ESD.

In conclusion, I wish to thank Honourable Deputy Minister Prince: Zolile Burns-Ncamashe and the Director General, Mr Mashwahle Diphofa for their support in the work of the Department and the portfolio. Lastly, I wish to reiterate and congratulate the Department for obtaining yet another clean audit opinion for the year 2022/23.

I thank you.



Ms Thembi Nkadimeng

Minister of Cooperative Governance and Traditional Affairs

4. DEPUTY MINISTER STATEMENT



**Prince: Zolile
Burns-Ncamashe**

During the year under review, the Department, led by the Executive Authority continued to successfully honour all the Parliamentary and oversight structures' obligations of accountability. We appeared before the Portfolio and the Select Committees of Parliament to give account of the programmes and projects of the Department as contained in the 2022/23 APP. We joined and partnered with the oversight bodies when conducting oversight visits to various Provinces on matters related to our mandate and were present to provide the much-needed support to the Committees.

The institution of traditional leadership welcomed the Inter-Ministerial Task Team (IMTT) on traditional leadership and progress that has been made thus far to attend to issues that have been raised by traditional leaders with Government over time. The Ministry moved swiftly to brief the new Deputy President (DP), Honourable Paul Mashatile on the work of the IMTT as he took the baton from the former Deputy President DD Mabuza. The DP has had some engagements with Provinces on the IMTT and will be engaging further with traditional leaders as a way of providing feedback on progress made on the IMTT commitments.

Let us be reminded that our rural communities are rich with potential - raw, untapped, and waiting to be harnessed. They are the guardians of our traditions, cultures and the lifeline of our agricultural economy. Our mission is to develop, invigorate, inspire progress, and uplift the standard of living in these rural communities. Through targeted and strategic investments, we can ensure that resources are allocated effectively where they are needed most, which is in rural areas. For instance, in partnership with the Department of Mineral Resources and Energy, the department is embarking on a project to ensure that communities under the jurisdiction of traditional leaders realise benefits accrued from mining activities. This will ensure that mining companies contribute towards socio-economic development in traditional communities to address high unemployment rate and poverty alleviation, amongst others.

The invest rural master plan is the new path that traditional leaders have taken to develop and grow their communities. The master plan requires of us to seek innovative and sustainable solutions to the unique challenges that rural communities face, for therein lies the key to inclusive growth and development.

I equally would like to draw attention to the Eastern Seaboard Development (ESD) programme - a beacon of progress, development, and inclusivity that spans the beautiful coastal line between OR Tambo and Harry Gwala. This initiative marks the embodiment of our collective efforts towards the betterment of our people and the regions they reside in. At the heart of this growth, our traditional leaders have played a significant role. Their wisdom, foresight, and unwavering dedication have been instrumental in driving the development within our rural communities, particularly within the Eastern Cape and Kwa Zulu Natal. By availing land for bankable projects and infrastructure development, they have breathed life into our collective visions, further enriching the tapestry of our shared heritage and future.

The Department of Traditional Affairs, together with the National House of Traditional and Khoi-San Leaders, the Provincial Houses, and the Local Houses, have formed the backbone of these operations. For instance, traditional leaders in the identified communities have pledged land parcels to attract investments opportunities to improve the lives of their people. Our synergistic collaboration has paved the way for initiatives that have the potential to alter the socio-economic landscape of our rural areas.

This would not have been possible without the voice of our communities, their hopes, dreams, and aspirations, guiding our steps. Consultations with our communities have been, and will always remain, a cornerstone of our development strategy.

Our trajectory for a better tomorrow is through the District Development Model (DDM). The participation and involvement of traditional leaders in the DDM is significant so as to bring to the forefront, the views and aspirations of communities they live in. It is important that Local Houses of Traditional and Khoi-San Leaders and Traditional Councils are capacitated and coordinated to participate in the DDM activities including the development of One Plans. This will ensure ownership of plans and development by the collective in a municipal space. The Department will thus continue to facilitate and coordinate the participation of the institution in the DDM. In an attempt to institutionalise the DDM, the department developed guidelines on the participation of traditional leaders in these processes. This has enabled Local Houses of Traditional and Khoi-san leaders, working with district municipalities, to ensure provision of integrated service delivery in traditional communities.

The President directed during his opening of the NHTKL in 2023 that a forum of Kings and Queens should be established for ease of consultation and engagements. One key element that the President mentioned was that Kings and Queens are not organised into a structure that is able to advise government just like Houses. In order to have the entire institution organised and knowing what other structures of government are doing is to have an organised kings and queens forum. The Kings welcomed the idea and indeed the forum will be established as directed by the President. The Kings/Queens have already started organising themselves to be ready for the Forum. The necessary preparatory work is underway to establish this structure. This will also ensure that there is adequate measure of parity progressively fostered working together with our Provinces.

On the issue of Traditional Leaders' capacitation, most get into their position without being inducted. It is well noted that some royal families are dysfunctional and thus unable to properly raise a potential successor. It is therefore, the responsibility of government to take young royals as the future for the development of rural communities. In this regard, the young royals in KwaZulu-Natal and Limpopo have agreed to continue engaging and getting themselves educated to lead their communities knowing exactly where they are heading to. It is upon us to ensure that young royals are capacitated to face the challenges of this country and their communities.

The 2017 Indaba of traditional leaders held in Boksburg, Birchwood Hotel and OR Tambo Conference Centre resolved together with the then Minister, Mr G Nkwinti that SPLUMA would be amended to include the shortcomings that were raised by iInkosi. To date, the Department of Agriculture, Land Reform and Rural Development (DALRRD) is consulting Provincial Houses of Traditional and Khoi-San Leaders on the amendment of SPLUMA. This is a clear indication that this is the government that listens to the wishes of the people.

One of the critical milestones of the Traditional Affairs sector is the contribution to social cohesion and nation building through the statutory recognition of the Khoi-San communities, leaders and communities provided for in the Traditional and Khoi-San Leadership Act of 2019. To unlock the recognition of Khoi-San communities, leaders and structures, the Minister established the Commission on Khoi-San Matters as part of implementation of the Act. The Commission is tasked to receive applications for the recognition of Khoi-San communities, branches and leaders, investigate the applications received and make recommendations to the Minister on the possible recognition of Khoi-San communities, branches and leaders. This work is currently underway.

To date, the Commission has received 105 applications. Most of the applications received are not compliant with the provisions of the TKLA. Subsequently, the Commission has commenced with investigations with the applicant members who have submitted applications to the Commission on behalf of their communities.

These investigations are aimed at assisting applicants in understanding the applicant requirements and completing the application forms in full, immediately address any questions and enquiries related to the applications process and strengthen communication channels between the Khoi-San communities

and the Commission. Once applications have become compliant with the TKLA, the Commission will conduct field research and make necessary recommendations to the Minister.

As we all know, customary initiation is a rite of passage from youth to adulthood. Unfortunately, the practice of initiation amongst traditional communities, and more specifically male initiation, is still faced with different challenges which have resulted in many young men being maimed or losing their lives. Challenges experienced by the practice require our collective wisdom and resolve. The National Development Plan (“NDP”) puts it better that “active citizenry requires showing inspirational leadership at all levels of society, in particular, parents, leaders of the community and public figures should demonstrate leadership qualities that include, amongst others, the capacity to manage change and drive a “new” agenda”. Traditional Leaders are expected to show leadership on this matter.

The Customary Initiation Act, enacted a little over a year ago, has brought about a “new” agenda and our challenge remains that of driving our country’s agenda of social cohesion and nation building through safe customary initiation practices, this is possible through our collective efforts. This is because government alone cannot address the current challenges of customary initiation. Now that government has a national legislation regulating customary initiation and providing norms and standards for the governance of initiation schools in the country, we will dedicate our efforts to effective implementation of this Act. Our main priority is therefore to speed up and strengthen implementation of the Act.

Despite that the Act is still in its infancy stage, as part of its implementation, the Minister established the National Initiation Oversight Committee (NIOC) in November 2022 for a five-year term. Seven provincial counterparts have also established their PICCs and we believe that all the remaining Provinces would have established their PICCs by the end of 2023/2024 financial year. We have already launched the NIOC Customary Initiation Act campaign programme, which will be taken forward from the 2023/2024 financial year going forward.

The NIOC together with the PICCs remain committed to ensuring that the initiation schools, principals of the schools, traditional surgeons, caregivers, guardians and parents comply with the Act and work with government to realise our aspirations of zero illegal schools, initiation deaths, abuse, injuries and initiation criminality. This is in line with NIOC’s slogan of “Preserving Lives, Promoting Custom”. The COGTA Ministry is making a call to all South Africans to pull together and continue to fight for the restoration of this esteemed customary practice to realise these aspirations. Let all of us adopt the DDM approach of facilitating integrated planning, delivery and monitoring of our interventions to have safe initiation practices and eliminate all forms of criminality happening in the name of the practice.

The Department is almost halfway to finalise its organisational structure that is fit for purpose to respond to the challenges facing the sector. The Department is currently operating with an organizational structure that was approved in 2010. The current organizational structure is not aligned to the mandate of the department. With the enactment of the Traditional & Khoi-San Act, 2019 and the Customary Initiation Act, 2021, the mandate of the department was extended. The Department is currently in the process of reviewing the organizational structure to align it to its mandate.

The challenge the department is facing is the organizational structure was never fully funded and thus not able to respond to the challenges of today. With the establishment of the Commission on Khoi-San matters (CKSM) and the National Initiation Oversight Committee (NIOC), the department had to reprioritize its budget for appointment of the Commissioners including the appointment of support staff for both the CKSM and NIOC. The size, complexity and dynamics within the institution requires a new orientation of the Department strengthened by additional financial and human capacity in order to deliver on its mandate.

We have noted the Constitutional Court judgement on the Traditional and Khoi-San Leadership Act delivered on 30 May 2023 against Parliament. To mitigate the dire consequences that the judgement may have on the sector if the order is not implemented, discussions are underway between the Ministry and Parliament are underway to ensure that the Constitution Court judgement is implemented within the timeframes set by the court. It should however be noted that the Constitution Court order declaring

the Act invalid has been suspended for 24 months, the Act remains valid until 29 May 2025 and may therefore continue to be implemented. As a consequence, we continue with the implementation of the Act.

In conclusion, I would like to thank the staff of the Department, led by the Director General for achieving yet another clean audit. The challenge lies in maintain this standard of good governance going forward and I have no doubt that we will indeed maintain this level of performance. With the sterling leadership of our Minister, we shall indeed achieve our outcomes and become more impactful. The support, cordiality and collegiality with the National House of Traditional and Khoi-San Leaders especially the Chairperson, Kgosi Seatlholo and his Deputy Nkosi Langa Mavuso is always appreciated and together we shall change the lives of our rural communities for the better.

Let me take this opportunity to thank all our stakeholders, our partners and our oversight structures for supporting us and strengthening our course of transforming the institution of traditional leadership to evolve towards socio economic development of traditional communities.



Prince: Zolile Burns-Ncamashe
Deputy Minister

5. REPORT OF THE ACCOUNTING OFFICER



**Mr Mashwahle
Diphofa**

The 2022/23 financial year signalled the end of restrictions that were imposed by the Covid-19 pandemic as well as the various alert levels that the country had to be subjected to, which had a bearing on the mode of delivery. This reporting period saw the return to normality and the application of the lessons learned from the pandemic, the most benefitting being the cost-effective means of conducting meetings through virtual connection. The Department of Traditional Affairs continued to pursue its mission of contributing towards building a transformed community-oriented institution of traditional leadership.

The Department has achieved 82% of its annual APP targets. The following milestones have been recorded by the Department during the year under review:

- In terms of the targets that have been set at the beginning of the financial year and as per our Annual Performance Plan for 2022/23, the Department achieved eighty-seven (87) percent of the actions in the organisational performance information compliance management plan and hundred (100%) percent of the corporate and financial management compliance management plan. These compliance plans document all compliance requirements of the Department as per the compliance framework.
- As a good practice, the Department had to review all its policies to ensure the mainstreaming of women, youth and persons with disabilities (WYPWD). The centrality of gender mainstreaming to achieve equality in government has been the most fundamental directive for implementation by various organs and spheres of government. The Department of Traditional Affairs, as an organ of state, equally has the responsibility to mainstreaming in its policies, programmes, projects and practices. The task was to assess whether the Departmental policies discriminate against WYPWD. The aim was therefore to check whether policies of the Department are in tandem with the constitution, in particular chapter 2 dealing with the Bill of Rights. The policies were found to be in good standing.
- The Department went further to ensure that its procures from Women, Youth and Persons with Disabilities owned enterprises in relation to the 40%, 30% and 7% set targets, respectively. Due to challenges brought about by the procurement and or supply chain management regime, the Department achieved 51%, 25% and 3% procurement from Women, Youth and People with Disabilities.
- Part of the work of the Department is to conduct research on traditional affairs matters. For the year under review, the Department conducted two researches, namely (a) Research on Traditional and Khoi-San-leadership councils' election processes and (b) Research on the effect of customs and culture in the socio-economic development of women within traditional communities. These research studies are an input and feed into the work of the Department going forward.
- With the recent enactment of the Traditional and Khoi-San Leadership Act (TKLA), 2019, the Department had to draft set of regulations on the TKLA. The regulations are important to ensure that there is full implementation of the act and also to provide legal certainty in areas of possible misunderstanding.
- The formula for determining the number of members of Kingship or Queenship councils and principal traditional councils was developed and endorsed by the COGTA MINMEC for publication in a gazette. The formula is significant for use during the reconstitution of Kingships/Queenship councils.

- The year 2022 also saw the reconstitution of the National, seven Provincial and about 32 Local Houses of Traditional and Khoi-San Leaders for the term 2022-2027. This is a significant milestone in the institution as it strives to transform in terms of the representivity status of Women in traditional leadership positions and structures.
- During the financial year under review, eight (8) Kingships/Queenship were monitored on the transformation and adaptation of the customary laws of succession, genealogies and customs to comply with the Bill of Rights (Section 2(1) of the TKLA. Furthermore, eight (8) provinces were monitored on the development of principal and senior traditional leadership royal families' customary laws of succession and genealogies. This work assists to reduce traditional leadership disputes.
- As part of the 2022/23 approved CIA three-year implementation plan, the Department developed draft ministerial determination of fees to be to the PICCs for registration of customary initiation schools, initiates and parents when enrolling initiates for initiation. This is a step in the right direction to address the challenge of the commercialisation of the practice of initiation and to bring about the regulation of fees in the practice.
- Part of the work we carried out during the year under review encompassed the workshopping of eight (8) provinces on the implementation of section 24 of the TKLA. The section deals with partnership agreements and regulates traditional councils on how to enter into these partnership agreements. Ultimately, the Premiers are to monitor the effectiveness and efficiency of the partnership agreements of traditional councils entered into with other parties and review them where necessary.
- The Department also coordinated twenty-nine (29) Local Houses of Traditional and Khoi-San Leaders (LHTKL) to participate in the DDM activities during the financial year in question. The purpose of the participation of LHTKL is to ensure alignment and sustainability of programmes and projects in areas under the jurisdiction of traditional leadership. This was also to ensure that such projects forms part of One Plan of districts.
- The functionality of structures of traditional leadership is one of the five outcomes of the Department. During the financial year 2022/23, the Department coordinated the development of intervention plans on the functionality of LHTKL. This is meant to ensure that LHTKL operates in line with their establishing legislation. The functionality of PHTKL was also monitored during the year in question.
- We also workshopped eight (8) Provinces on the implementation of section 50 subsections 6, 7 and 9 of the TKLA. The purpose was to improve knowledge and awareness on this section and its subsections. This section is about the establishment, the functioning and the operation of LHTKL. Provinces are responsible for overseeing LHTKL and it was therefore necessary to workshop them on these sections.
- The Department managed to capacitate forty-three traditional leadership structures to enable them to perform their legislative mandates in relation to the CIA and GBVF. The intention was to assist them with information and knowledge to assist their communities to address issues pertaining to the customary initiation practice of initiation and GBVF.
- Furthermore, the Department convened four (4) social cohesion dialogues on tribalism and xenophobia in traditional and Khoi-San communities. This was because traditional leaders have a responsibility to promote cohesiveness of their communities, to live in harmony and ensure social inclusivity. The Department went further to monitor eight provinces on the social cohesion programme to assess their performance on social cohesion matters.
- Six (6) National Days programme of government at which traditional leadership participated were monitored. The importance of this output is that it recognises the role of the institution as an integral part of the whole of government. Through commemoration days, where government promotes the implementation of its programmes and service delivery in general, traditional leaders use these platforms to communicate important messages to their communities on service delivery and development.

Notwithstanding these milestones, it should be indicated that the Department is operating with limited capacity as a result of an organisational structure that is not fully funded. This has placed pressure on the existing staff and is a matter that warrants urgent attention. Processes are underway to review the structure. This has an effect in terms of addressing the persisting challenges within the sector pertaining to the resolution of traditional leadership disputes and claims, litigation against the Department, challenges associated with the customary practice of initiation, etc.

Lastly, the Department has achieved important milestones during the period under review. For instance, during the year under review, the Department supported the Presidency to convene the IMTT meetings to address a number of issues that have been raised by traditional leaders with Government over time. The Department in partnership with the DALRRD further managed to convene the Land Summit which was a step towards the processing of the Communal Land Tenure Policy but also to address challenges pertaining to SPLUMA. I have to credit the employees of the Department who worked tirelessly to ensure that the Department maintains its standard of performance.

Overview of the financial results of the Department

Departmental receipts	2022/2023			2021/2022		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Sale of goods and services other than capital assets	52	51	1	50	106	(56)
Total	52	51	1	50	106	(56)

The department derives its revenue mainly from parking fees and for the period under review there was notable decline in revenue collection due to natural attrition where the number of officials contributing towards parking fees was reduced, particularly the last month of the financial year, hence less collection than what was projected.

Programme Expenditure

Programme Name	2022/2023			2021/2022		
	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Admin-istration	60 565	59 456	1 109	56 711	47 645	9 066
Research, Policy, and Legislation	27 891	25 781	2 110	22 363	20 298	2 065
Institutional Support and Coordination	91 687	89 215	2 472	93 616	86 714	6 902
Total	180 143	174 452	5 691	172 690	154 657	18 033

Virements/roll overs

- ✓ Virements were effected in accordance with the provision of Section 43 of PFMA and National Treasury was informed accordingly.
- ✓ The virements were implemented mainly to address excess spending between the programmes

- The Department did not incur unauthorised and irregular expenditure during the year under review. However, there was an amount of R 262 thousand recorded as fruitless expenditure which is still under assessment.

The strategic focus over the short to medium term period

The future plans of the Department from the 2023/2024 financial year extending to the next years of the MTSF are as follows;

- Implementation of the District Development Model (DDM);
 - Implementation of and monitoring compliance with the Traditional and Khoi-San Leadership Act. The implementation of the TKLA will include among others:
 - ✓ Supporting the functioning of the Commission on Khoi-San Matters;
 - ✓ Development of Regulations for identified sections of the TKLA
 - ✓ Coordinating relevant provincial government departments towards the legal constitution of all statutory structures of traditional and Khoi-San leadership; and
 - ✓ Setting up institutional mechanisms for TKLA implementation and compliance monitoring.
 - Reduction in initiation related deaths, injuries, kidnappings/abductions and amputations through among others, implementation of the Customary Initiation Act, 2021, and establishment of CIA statutory structures, i.e., the National Initiation Oversight Committee and Provincial Initiation Coordinating Committees;
 - Facilitating the implementation of Socio-Economic Development projects in Traditional Communities;
 - Facilitating capacity building initiatives for the institution of traditional and khoi-san leadership
 - Once approved, oversee the implementation of the Handbook on Traditional Leadership (tools of trade, guidelines on the provision and utilisation of budget allocations for kingships and queenships, coronation and funeral policies for kings and queens).
- **Public Private Partnerships**
 - ✓ For the period under review, the Department did not have Public Private Partnerships projects.
 - **Discontinued key activities / activities to be discontinued.**
 - ✓ There were no discontinued key activities reported for the period under review.
 - **New or proposed key activities**
 - ✓ The Department did not have new proposed or proposed key activities
 - **Supply chain management**
 - ✓ There were no unsolicited bid proposals concluded for the year under review.
 - ✓ Systems are in place to detect and prevent irregular expenditure.
 - ✓ Challenges experienced within SCM relates to inadequate human capacity, however, funds have been reprioritised for additional human capacity.
 - **Gifts and Donations received in kind from non-related parties.**

Permission was granted for five (5) officials to accept gifts with an estimated value exceeding R350.00 each by the delegated authority in line with Regulation 13(h) of the Public Service Regulation, 2016.

- **Exemptions and deviations received from the National Treasury**

- ✓ The Department did not apply for exemption and deviations from the National Treasury during the period under review.

- **Events after the reporting date**

- ✓ At the time of reporting, there were no material events (adjusting and non-adjusting), favourable and unfavourable affecting the department that had an impact on the Annual Financial Statements.

- **Other**

- ✓ None

- **Acknowledgement/s or Appreciation**

The Department's achievements in the year under review were made possible by dedicated officials, and the cooperation and support from our provincial counterparts, the National House of Traditional and Khoi-San Leaders (NHTKL), the Minister and Deputy Minister, and our various stakeholders.

Conclusion

We thank the Minister and the Deputy Minister for their political leadership provided throughout the year under review. We also thank the Audit Committee for the support and advice it provided throughout the financial year.



Mr Mashwahle Diphofa
Accounting Officer
Department of Traditional Affairs

6. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR THE ANNUAL REPORT

To the best of my knowledge and believe, I confirm the following:

All information and amounts disclosed throughout the annual report are consistent.

The annual report is complete, accurate and is free from any omissions.

The annual report has been prepared in accordance with the guidelines on the annual report as issued by National Treasury.

The Annual Financial Statements (Part E) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the National Treasury.

The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.

The Accounting Officer is responsible for establishing and implementing a system of internal control that has been designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the annual financial statements.

The external auditors are engaged to express an independent opinion on the annual financial statements.

In my opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the department for the financial year ended 31 March 2023.

Yours faithfully



Mr Mashwahle Diphofa
Accounting Officer
Department of Traditional Affairs

7. STRATEGIC OVERVIEW

Vision

A community development-oriented institution of traditional leadership.

Mission

To provide a national traditional affairs governance system in support of cooperative governance for an improved quality of life of South Africans.

Values

- Ethical
- Cooperative
- Gender equality
- Responsiveness
- Culturally sensitive
- Accountable
- Client focused
- Transformative

8. LEGISLATIVE AND OTHER MANDATES

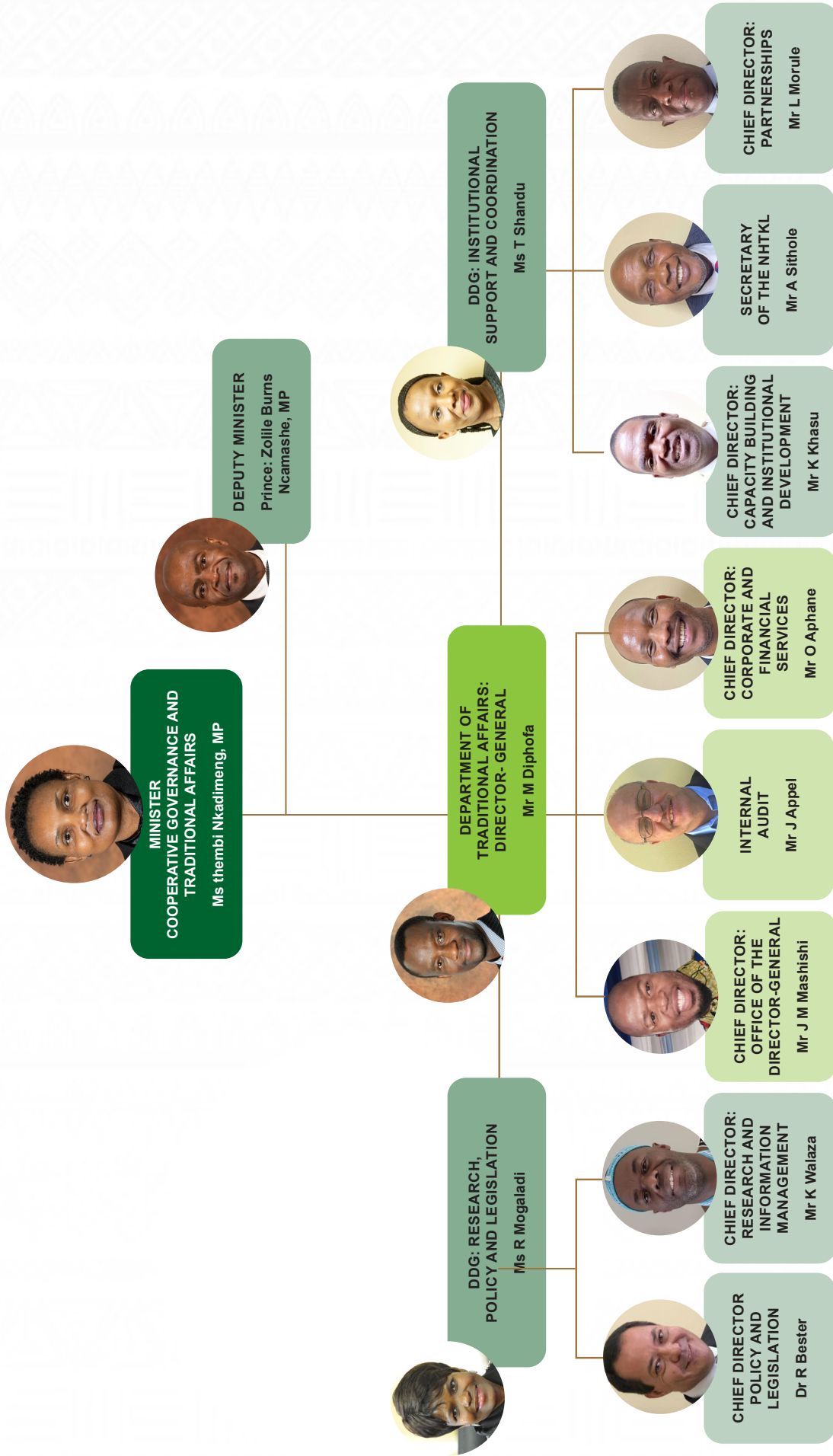
NO	LEGISLATION	DESCRIPTION
1	Constitution of South Africa	<p>The Department's mandate includes overseeing a full range of tasks inherent in dealing with all issues of traditional affairs; and it is informed by the following legislative framework:</p> <p>The work of the Department is informed by Chapter 1 of the Constitution dealing with the founding provisions as follows;</p> <p>"The official languages of the Republic are Sepedi, Sesotho, Setswana, siSwati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa and isiZulu. Recognising the historically diminished use and status of the indigenous languages of our people, the state must take practical and positive measures to elevate the status and advance the use of these languages.</p> <p>3(a) Municipalities must take into account the language usage and preferences of their residents. (b) The national government and provincial governments may use any particular official languages for the purposes of government, taking into account usage, practicality, expense, regional circumstances and the balance of the needs and preferences of the population as a whole or in the province concerned; but the national government and each provincial government must use at least two official languages.</p> <p>4. The national government and provincial governments, by legislative and other measures, must regulate and monitor their use of official languages. Without detracting from the provisions of subsection (2), all official languages must enjoy parity of esteem and must be treated equitably.</p> <p>5. A Pan South African Language Board established by national legislation must (a) promote, and create conditions for, the development and use of (i) all official languages; (ii) the Khoi, Nama and San languages; and (iii). Sign language; and (b) promote and ensure respect for (i) all languages commonly used by communities in South Africa, including German, Greek, Gujarati, Hindi, Portuguese, Tamil, Telegu and Urdu; and (ii) Arabic, Hebrew, Sanskrit and other languages used for religious purposes in South Africa.</p> <p>Chapter 2: Bill of Rights</p> <p>Section 15 (3)(a) Freedom of religion, belief and opinion</p> <p>3(a). This section does not prevent legislation recognizing (i). marriages concluded under any tradition, or a system of religious, personal or family law; or (ii) systems of personal and family law under any tradition, or adhered to by persons professing a particular religion. (b) Recognition in terms of paragraph (a) must be consistent with this section and the other provisions of the Constitution.</p> <p>Section 31 of the Constitution: Cultural, religious and linguistic communities</p> <p>1. Persons belonging to a cultural, religious or linguistic community may not be denied the right, with other members of that community (a) to enjoy their culture, practice their religion and use their language; and (b) to form, join and maintain cultural, religious and linguistic associations and other organs of civil society. 2. The rights in subsection (1) may not be exercised in a manner inconsistent with any provision of the Bill of Rights.</p> <p>The work of the Department is also informed by Chapter 7 of the Constitution on Local Government, Section 151(3) which stipulate that "a municipality has the right to govern, on its own initiative, the local government affairs of its community, subject to national and provincial legislation as provided in the constitution".</p>

NO	LEGISLATION	DESCRIPTION
		<p>Chapter 8: The courts and any other court established or recognised in terms of an Act of Parliament, including any court of a status similar to either the High Court of South Africa or the Magistrates' Courts.</p> <p>The work of the Department is further informed by Chapter 12 of the Constitution, relevant policies, the legislation administered by the Department, national policies and laws relating to the public service as a whole, and those pieces of legislation that promote constitutional goals such as equality and accountability.</p> <p>The Department's mandate is particularly derived from Section 211 of the Constitution of the Republic of South Africa, 1996, which states that "the institution, status and role of traditional leadership, according to customary law, are recognized, subject to the Constitution. A traditional authority that observes a system of customary law may function subject to any applicable legislation and customs, which includes amendments to, or repeal of, that legislation or those customs. The courts must apply customary law when that law is applicable, subject to the Constitution and any legislation that specifically deals with customary law".</p> <p>The Department's mandate is also derived from Section 212 of the Constitution which stipulates that "national legislation may provide for a role for traditional leadership as an institution at local level on matters affecting local communities. To deal with matters relating to traditional leadership, the role of traditional leaders, customary law and the customs of communities observing a system of customary law. National or provincial legislation may provide for the establishment of houses of traditional leaders; and national legislation may establish a council of traditional leaders".</p> <p>The Department's mandate is also informed by Part A of Schedule 4 of the Constitution, which states "indigenous law, customary law and traditional leadership are both functional areas of concurrent national and provincial legislative competence, subject to the provisions of Chapter 12 of the Constitution".</p> <p>Furthermore, the Department's mandate is informed by Section 30 of the Constitution- Language and Culture and it states that "everyone has the right to use the language and participate in the cultural life of their choice, but no-one exercising these rights may do so in a manner inconsistent with any provision of the Bill of Rights".</p> <p>In addition, the Department's mandate is informed by Section 31 of the Constitution on Cultural, Religious and Linguistic Communities, which states that "persons belonging to a cultural, religious or linguistic community may not be denied the right, with other members of that community to enjoy their culture, practice their religion and use their language; to form, join or maintain cultural, religious and linguistic associations and other organs of civil society. It further states that the rights in this section may not be exercised in a manner inconsistent with any provision of the Bill of Rights".</p>
2	Traditional and Khoi-San Leadership Act, 2019 (Act No. 3 of 2019) (TKLA)	<p>The TKLA, 2019 (Act No.3 of 2019) commenced on 1 April 2021.</p> <p>The TKLA consolidates the existing legislation (the TLGFA and the National House Act) and subsequently will repeal those laws. It also addresses shortcomings that were identified during the implementation of those two pieces of legislation. Of historic value is that the TKLA, for the first time ever, makes provision for the statutory recognition of Khoi-San communities and leaders. For this purpose, a Commission on Khoi-San Matters must be established which Commission will operate at national level.</p> <p>The TKLA also provides an enabling provision for the Department to monitor the implementation of this new law.</p>

NO	LEGISLATION	DESCRIPTION
		Schedule 4 of the Constitution: Functional areas of concurrent national and provincial legislative competence: Traditional leadership, subject to Chapter 12 of the Constitution.
3	Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act (Act 19 of 2002)	This Act provides for the promotion and protection of the rights of cultural, religious and Linguistic Communities, inclusive of traditional communities, Khoi and San and Interfaith.
4	Local Government: Municipal Structures Act (Act 117 of 1998)	The Municipal Structures Act in section 81 lays down the procedure for the participation of traditional councils through their leaders in the proceedings of municipal councils.
5	Local Government: Municipal Systems Act (Act 32 of 2000)	<p>The Municipal Systems Act in sections 16, 17, 29, 42 and 76 provide a role for traditional councils and traditional leaders in development including consultation of traditional councils in the compilation of integrated development plans (IDPs). This includes consultation in development and service delivery initiatives in traditional areas. The specific sections provide as follows:</p> <ul style="list-style-type: none"> a) Sections 4(2)(c), 16 and 17: public participation to include traditional leaders and their councils. b) Section 29: involvement of traditional councils in the compilation of integrated development plans. c) Section 42: involvement of community to include traditional communities in the development, implementation and review of a municipality's performance management system. d) Section 76: entering into service delivery agreements between municipalities and the traditional councils for the performance of certain services by the traditional councils.
6	Interim Protection of Land Rights Act (IPLRA) (Act 31 of 1996)	Provides for the temporary protection of certain rights to and interests in land which are not otherwise adequately protected by law; and to other matters.
7	Spatial Planning and Land Use Management Act (SPLUMA) (Act 16 of 2013).	SPLUMA aims to develop a new framework to govern planning permissions and approvals, sets parameters for new developments and provides for different lawful land uses in South Africa. SPLUMA is a framework law, which means that the law provides broad principles for a set of provincial laws that will regulate planning. SPLUMA also provides clarity on how planning law interacts with other laws and policies.
8	Extension of Security of Tenure Act, 1997 (Act No. 62 of 1997)	To provide for measures with State assistance to facilitate long-term security of land tenure; to regulate the conditions of residence on certain land; to regulate the conditions on and circumstances under which the right of persons to reside on land may be terminated; and to regulate the conditions and circumstances under which persons, whose right of residence has been terminated, may be evicted from land; and to provide for matters connected therewith.
9	Customary Initiation Act, 2021 (Act No. 2 of 2021)	<p>The objectives of the CIA are:</p> <ul style="list-style-type: none"> (a) To protect, promote and regulate initiation and for this purpose to- <ul style="list-style-type: none"> (i) provide acceptable norms and standards; and (ii) provide for structures at national and provincial levels with a view to ensure that initiation takes place in a controlled and safe environment. (b) To provide for the protection of life and the prevention of any abuse. (c) To provide clarity on the various responsibilities, roles and functions of the key role-players in customary initiation. (d) To make provision for the effective regulation of initiation schools.

NO	LEGISLATION	DESCRIPTION
PENDING LEGISLATION		
10	The Traditional Courts Act, 2022 (Act No. 9 of 2022)	To provide a uniform legislative framework for the structure and functioning of traditional courts, in line with constitutional imperatives and values; and to provide for matters connected therewith. The new Act is not yet in operation. The date of commencement must still be determined by the President by proclamation in the gazette.
INTERNATIONAL, CONTINENTAL AND REGIONAL INSTRUMENTS		
11	UN Sustainable Development Goals	<ul style="list-style-type: none"> ✓ Goal 1: End poverty in all its forms everywhere ✓ Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture. ✓ Goal 5: Achieve gender equality and empower all women and girls. ✓ Goal 10: Reduce inequality within and among countries. ✓ Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable. ✓ Goal 13: Take urgent action to combat climate change and its impacts. ✓ Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss. ✓ Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development
12	African Union Agenda 2063	<ul style="list-style-type: none"> ✓ A Prosperous Africa, based on Inclusive Growth and Sustainable Development ✓ An integrated continent, politically united Africa ✓ An Integrated Continent Politically united and based on the ideals of Pan Africanism and the vision of African Renaissance ✓ A Peaceful and Secure Africa ✓ Africa with a Strong Cultural Identity Common Heritage, Values and Ethics ✓ An Africa Whose Development is people driven, relying on the potential offered by African People, especially its Women and Youth, and caring for Children.
NATIONAL PLANS		
13	National Development Plan	Chapter 6: An integrated and inclusive rural economy Chapter 13: Building a capable and developmental state. Chapter 15: Transforming society and uniting the country. Chapter 8: Transforming Human Settlements
14	MTSF	Priority 1: A capable, ethical and developmental state Priority 2: Economic transformation and job creation Priority 5: Spatial integration, human settlements and local government Priority 6: Social cohesion and safer communities

9. ORGANISATIONAL STRUCTURE



10. ENTITIES REPORTING TO THE MINISTER

The Department does not have entities reporting to the Minister, however, it makes a transfer to the CRL Rights Commission, a Chapter 9 Constitutional Body that reports directly to Parliament and not to the Minister.

a. Structures within the department

The Department has the National House of Traditional and Khoi-San Leaders which is a sub-programme of the ISC Branch and the Commission on Khoi-San Matters which is a sub-programme of the RPL Branch, hence, they are reflected in this section. The transfer for the CRL Rights Commission is also part of the ISC Branch. This is elaborated on further in the table below:

Name of Entity/ Structure	Legislative Mandate	Financial Relationship	Nature of Operations
Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities	Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act (Act 19 of 2002). The Commission's mandate is to promote and protect the rights of Cultural, Religious and Linguistic Communities, inclusive of traditional, Khoi-San and interfaith communities	Transfer payment	Promotion and protection of the rights of Cultural, Religious and Linguistic Communities
National House of Traditional and Khoi-San Leaders (NHTKL)	Derives its mandate from the TKLA and its mandate is to advise government on traditional leadership and interests of traditional communities	The NHTKL is a sub-programme of, and its budget allocation is under the Institutional Support and Coordination (ISC) Programme	The operations and functions of the NHTKL are as defined in the TKLA



PERFORMANCE INFORMATION



PART

1. AUDITOR-GENERAL'S REPORT: PREDETERMINED OBJECTIVES

The AGSA currently performs certain audit procedures on the performance information to provide reasonable assurance in the form of an audit conclusion. The audit conclusion on the performance against predetermined objectives is included in the report to management, with material findings being reported under the Predetermined Objectives heading in the Report on other legal and regulatory requirements section of the auditor's report.

Refer to page 113 of the Report of the Auditor-General, published as Part F: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

The District Development Model (DDM) has been the focus of emphasis for implementation as adopted by the current administration. Legally recognised traditional leadership exists in eight of the nine provinces. The province that does not have legally recognised traditional leaders is the Western Cape. Of the 52 Districts/Metros, there is a total of 32 Districts/Metros that have legally recognised traditional leadership in the country.

As at this point, draft One Plans have been developed for all Districts and Metros. What remains critical is the concretization of the One Plans for each of the 32 districts and metros with traditional leadership contributions, which would be factored into the One Plans coordinated by the Department of Cooperative Governance for the respective district and metropolitan municipalities.

Participation of traditional leaders in Municipal Councils

Effective participation of traditional leadership in local government planning and service delivery is one of the factors that have the potential to strengthen the planning and implementation of the DDM. Participation of traditional leaders in municipal councils is regulated by Section 81 of the Municipal Structures Act (Act 117 of 1998). Section 81 of the Act provides for the participation of traditional leaders in the proceedings of a municipal council and further provides that the traditional leaders must be allowed to attend and participate in any meeting of the council. Section 81(2) of the Act provides the systems and processes to be followed which should enable the participation of traditional leaders in municipal councils.

The systems and processes include the gazetting of the names of the identified traditional leaders by the MEC for Local Government. In this regard, traditional leaders in all the eight provinces participate in municipal councils, although such participation is uneven. However, seven of the eight provinces gazetted the participation of traditional leadership in their Districts Councils. It is only in the Northern Cape, where such participation is not gazetted, and which has resulted in some of the traditional leaders not participating in the municipal councils. In some instances, such as in the City of Tshwane, though the participation is gazetted, traditional leaders are not attending council meetings but have delegated members of traditional councils to attend such meetings.

Section 81(3) of the Municipal Structures Act provides that the municipal council must give the traditional leaders who participate in municipal councils the opportunity to express their views before taking decisions on matters directly affecting the area of a traditional authorities. Some of the municipalities

do allow traditional leaders to address councils during municipal council sittings/meetings. For instance, in most of the municipalities in the North West and Limpopo provinces, if the council has to take a decision affecting a particular traditional community, the traditional leader of that community is given an opportunity to address the council. This practice should be considered as a positive element towards strengthening relations between traditional leadership and municipalities and may enhance effective implementation of the DDM.

The analysis of the profiling and the development of One Plans further indicated that the participation of traditional leaders and their communities in municipal Integrated Development Planning (IDPs) is equally important. The participation of traditional leadership in municipal IDP processes serves as an enabler for the institution to influence municipal plans and the projects implemented in areas under the jurisdiction of traditional authorities. There are challenges which have hindered the effective participation of traditional leadership in municipal IDP processes. The challenges continue to exist despite the efforts of the DTA to improve and enhance harmonious and collaborative relations as envisaged through legislation. The DTA working with provinces shall pay focused attention to the participation of traditional leadership in these processes.

Legal Constitution of Traditional and Khoi-San Leadership Structures

The Traditional and Khoi-San Leadership Act, 2019 (Act No. 3 of 2019), which was published in the Government Gazette on 28 November 2019, is of historic value as it is the first legislation that provides for the statutory recognition of the Khoi-San communities and leaders, provided they meet the criteria contained in the Act.

The TKLA commenced on 1 April 2021, giving rise to the establishment of the Commission on Khoi-San Matters. The Commission receives and investigates applications for recognition of Khoi-San communities and leaders. The Commission will make recommendations to the Minister in this regard and the Minister will have the power to recognise such communities and leaders. There is thus currently no legally recognised Khoi-San communities or leaders in South Africa. The Act makes provision for two Khoi-San leadership positions namely senior Khoi-San leaders and branch heads.

Traditional leaders are legally recognised at all levels (kingship, queenship, principal traditional leadership, senior traditional leadership, and headmen/headwomen). However, although the Traditional Leadership and Governance Framework Act, 2003 (Act No. 41 of 2003) (Framework Act), made provision for the establishment of traditional leadership structures such as kingship or queenship councils, principal traditional councils and traditional councils, the timeframes within which these structures had to be legally constituted or reconstituted lapsed. Until such time that the relevant traditional leadership structures have been legally constituted or reconstituted, their legal status and standing will remain uncertain and could be challenged. This may also impact negatively on the statutory duties and responsibilities of such structures. The Traditional Leadership and Khoi-San Leadership Act provides enabling legislation for their legal constitution.

Disestablishment of Community Authorities

In terms of the Framework Act community authorities had to be disestablished within certain time frames. Similar to the constitution of traditional leadership structures, the timeframes within which community authorities had to be disestablished lapsed. Very few were disestablished within the legislated timeframes.

There is a total of 56 community authorities in Limpopo, KwaZulu Natal (KZN), North West and Gauteng Provinces. Of the 56, five (5) are in KZN, twenty-six (26) in Limpopo, twenty-three (23) in the North West and two (2) are in Gauteng. All the five (5) community authorities in KZN are within the Ethekwini Metro. In Limpopo, nineteen (19), five (5), one (1) and (1) are in Vhembe, Capricorn, Waterberg and Greater Sekhukhune Districts, respectively. In the North West, seventeen (17) and six (6) community authorities are in Bojanala and Ngaka Modiri Molema Districts, respectively. With the promulgation of the TKLA, there will be a need for the community authorities to be disestablished within the prescribed timeframes.

Traditional Leadership Disputes and Claims

The Department's analyses found a number of traditional leadership disputes and claims that may hinder DDM planning and implementation in almost all the areas of jurisdiction of traditional leadership. The disputes include both boundary (jurisdictional) and succession/leadership disputes.

The persistent challenges pertaining to the cultural initiation practice

The cultural initiation practice takes place in all the provinces and in some provinces, initiation takes place in winter, in others in summer, while in others initiation takes place both during the summer and winter seasons. This cultural practice is faced with a number of challenges in some provinces while others are doing fairly very well. In this regard, there are some provinces that are considered best practice on initiation matters, given the minimal challenges faced. The following are the challenges faced in relation to initiation:

- Unregistered /illegal schools;
- Abduction of boys;
- Bogus and Inexperienced traditional surgeons;
- Non-screening of initiates for health status;
- Lack of/ minimal involvement of parents, traditional leaders and community members in some areas;
- Physical abuse of initiates, including assault and deprivation of water;
- Poor monitoring of initiation schools;
- Increased number of deaths of initiates.
- Cross-provincial border challenges;
- Injuries of initiates (including amputations); and
- Deaths of initiates.

Most of these challenges are prevalent in the Eastern Cape Province. In an effort to address the increased number of deaths and other initiation related casualties, the following are some of the interventions made:

- Outreach programmes to ensure community participation
- Awareness campaigns in all provinces
- Active involvement of the law enforcement agencies
- Prosecution of the owners of unregistered initiation schools
- Compulsory pre-medical examination/screening
- Working closely with other role players in ensuring that monitoring teams are well resourced
- Involvement of the Institution of Traditional Leadership to monitor initiation on daily basis within the area of jurisdiction of each Traditional Leader
- Strengthened partnership with various government departments, in particular the Department of Health and other organisations, for medical interventions on sites

Meaningful participation and involvement of traditional leadership in government structures

The TKLA, some policies and sections of the local government legislation, such as the White Paper on Local Government, the Structures Act and the Systems Act, promote cooperative relations between traditional leadership and local government.

The TKLA is precise about the role of the traditional leadership in relation to all the spheres of government. The roles include the facilitative and advisory ones and support as well as participation in government development programmes. The participation of traditional leadership in government development programmes occurs in governance structures. Often, traditional leadership is not part of some of the structures. It is in light of the above that the DTA considers the meaningful participation and involvement of traditional leadership in government development programmes as work in progress.

The Systems Act provides for the participation of traditional leadership in the development and amendment of the IDP. The same Act further allows traditional leadership to be part of the performance review of municipalities. The TKLA on the other hand empowers traditional leaders to be part of the government developmental agenda by participating, supporting, advising, and by being part of initiatives that are aimed at monitoring, reviewing or evaluating government programmes in traditional communities.

Despite all of the above legislative prescripts, challenges pertaining to traditional leadership's meaningful participation in government development programmes continue to exist. The DTA shall contribute to improving meaningful participation in government development programmes during the 2023-2024 financial year.

Challenges related to the implementation of socio-economic development in traditional communities. Some of the legislated roles of structures of traditional leadership are effective participation and involvement in socio-economic development programmes of municipalities, provincial and national spheres of government; and to support municipalities in the documentation and realisation of community needs. Notwithstanding that some of the structures of traditional leadership are able to perform these roles and there are successful traditional leadership projects for socio-economic and rural development at community level, best partnerships for community development between traditional leadership, private and government institutions, many structures are still not able to perform these roles. Some of the challenges in this regard are capacity and financial challenges within structures of traditional leadership.

The Department has revisited its capacity building initiatives for the sector and has, in partnership with the Local Government Sector Education and Training Authority developed a new induction programme. This was carried out in line with the TKLA provisions. This will remain part of the focus of the Department in the coming years. Working with the National School of Government, a programme on the Art of Facilitation of Socio-Economic Development was also piloted for traditional leaders.

2.2 Service Delivery Improvement Plan

The department has completed a service delivery improvement plan. The tables below highlight the service delivery plan and the achievements to date.

Main services and standards

Main services	Beneficiaries	Current/Actual standard of service	Desired standard of service	Actual achievement
Resolution of kingships and queenships' disputes and claims	Traditional leadership, Royal Families and communities	The Department processes litigations on disputes and claims finalised by the courts by preparing and submitting documentation to the President to gazette and recognise the kingships, queenships and kings or queens in order to restore their dignity within fifteen days after the court ruling	The Department processes litigations on disputes and claims finalised by the courts by preparing and submitting documentation to the President to gazette and recognise the kingships, queenships and kings or queens in order to restore their dignity within seven days after the court ruling	The Department has facilitated implementation of court decisions on kingship claims by preparing and submitting documentation to the President to gazette and recognise the kingships and kings in order to be within seven days after the court ruling
		The Department provides support to all kingships and queenships without disputes to develop their customary laws of succession and genealogies in order to reduce traditional leadership disputes and claims within their royal families	The Department provides support to all kingships and queenships without disputes to develop the customary laws of succession and genealogies in order to reduce traditional leadership disputes and claims within their royal families	Draft Guidelines for Kingships/queenship Royal Families on the Documentation of Customary Laws of Succession were developed Draft TKLA Regulations for the same purpose were also developed to address challenges on traditional leadership disputes and claims 9 Kingships/queenships were workshopped on the Guidelines
		The Department has a National Framework for Resolution of Traditional Leadership Disputes and Claims to guide provinces to set up systems for the management of traditional leadership disputes and claims for traditional leadership below kingship and queenship so that they can support the royal families thereof to manage their disputes and claims	The Department convenes monthly meetings with Provinces on the implementation of the National Framework to guide provinces to set up systems for the management of traditional leadership disputes and claims for traditional leadership below kingship and queenship so that they can support the royal families thereof to manage their disputes and claims	The National Framework was developed as an interim measure prior to the commencement of the TKLA. This service was therefore discontinued due to the coming into effect of the TKLA. The Guidelines indicated above relates to implementation of the relevant provisions of the TKLA for the same purpose.

Main services	Beneficiaries	Current/Actual standard of service	Desired standard of service	Actual achievement
				Draft TKLA Regulations for the same purpose have been developed.
		The Department has in place a system to manage and respond to enquiries on traditional leadership disputes and claims efficiently within a month of receipt	The Department has in place a system to record, manage and respond to enquiries on traditional leadership disputes and claims efficiently and within two weeks of receipt	The Department has in place a system to record, manage and respond to enquiries on traditional leadership disputes and claims efficiently and within two weeks of receipt

Batho Pele arrangements with beneficiaries (Consultation access, etc.)

Current/actual arrangements	Desired arrangements	Actual achievements
Briefing sessions with affected claimants.	Sessions with affected claimants.	Standard Operating Procedures on the processing of TKLA section 3(1) kingships/queenships applications
Facilitating public hearings/interviews with claimants prior to development of a report to the relevant authority.	Public hearings/ interviews with claimants prior to development of a report to the relevant authority.	<p>The Traditional Leadership and Governance Framework Act, 2003 (Act No. 41 of 2003) has been repealed by the TKLA which commenced on 01 April 2021. Therefore, this Batho-Pele arrangement is no longer applicable.</p> <p>The TKLA established the Commission on Khoi-San Matters which is mandated by the Act to receive and process Khoi-San leadership and communities' applications for recognition.</p> <p>The Commission commenced on 01 Sept 2021 and has started receiving applications for Khoi-San leadership and communities' recognition.</p>

Service delivery information tool

Current/actual information tools	Desired information tools	Actual achievements
Claimants are taken through the qualification criteria for lodgement of disputes and claims and for the recognition of different levels of traditional leadership as outlined in the Traditional Leadership Governance Framework Act.	Qualification criteria for lodgement of disputes and claims and for the recognition of different levels of traditional leadership.	<p>This was done whilst the Commission was still in operation. This is no longer applicable because the Framework Act was repealed by the TKLA.</p> <p>However, the Commission on Khoi-San Matters which is established by the TKLA launched awareness campaigns on the application process in March 2021 and is ongoing. The awareness campaign among others informs members of the public on the qualification criteria for recognition of different levels of Khoi-San communities and leaders as outlined in the TKLA</p>

Complaints mechanism

Current/actual complaints mechanism	Desired complaints mechanism	Actual achievements
When a claimant is aggrieved by the results or outcome of the investigation or reports by the CTLDC regarding his/her claim or dispute, he/she can approach the courts.	When a claimant is aggrieved by the results or outcome of the investigation or reports by the CTLDC regarding his/her claim or dispute, he/she can approach the courts.	This is no longer applicable because the Framework Act was repealed by the TKLA. However, applicants for recognition as Khoi-San communities and leaders may lodge their grievances with the Secretariat of the Commission on Khoi-San Matters.

2.3 Organisational environment

The Department has performed well and has achieved most of its set targets. There were significant developments that affected the Department during the period under review relating to the persistent pressure to deliver owing to capacity challenges experienced. The capacity of the Department in terms of human and financial resources remains a critical challenge with high risk. The Department has commenced with the review of the organisational structure and is also pursuing various means to address the financial constraints faced.

The District Development Model (DDM) remains a key focus of emphasis for implementation by the whole of Government, including the Department of Traditional Affairs. The facilitation and coordination of participation of traditional leaders in the DDM activities remains an area that requires improvement.

The Traditional and Khoi-San Leadership Act (TKLA) was proclaimed by the President with the date of commencement as 1 April 2021. The Department has commenced with the implementation of the Act.

Over the years, the Department did not have a national legal framework to regulate the customary initiation sector. This has resulted in a challenge where there are no national regulatory tools to determine the legality of customary initiation schools, except in provinces with provincial legislation on customary initiation schools. Furthermore, this legal gap has resulted in the challenges of commercialisation of customary initiation practices, many kidnappings of young boys to attend customary initiation schools and other criminal activities happening within the customary initiation sector as well as deaths, injuries and abuse of initiates. To address these challenges, the Customary Initiation Act was proclaimed by the President with the date of commencement as 1 September 2021. The Department has commenced with the implementation of the Act from the 2021/2022 Financial Year. During the 2022/2023 financial year, the Department prioritised the establishment of statutory structures provided for in the Customary Initiation Act because of their statutory functions provided for in the Act which are key to addressing these challenges. These structures include the National Initiation Oversight Committee and the Provincial Initiation Coordinating Committees.

2.4 Key policy developments and legislative changes

The key policy developments and legislative changes relates to the enactment and proclamation for commencement of the TKLA and CIA which commenced on 1 April and 1 September 2021 respectively.

3. ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

The Department's programmes contribute to a number of Chapters in the National Development Plan

- Chapter 6: An integrated and inclusive rural economy
- Chapter 13: Building a capable and developmental state
- Chapter 15: Transforming society and uniting the country
- Chapter 8: Transforming human Settlements.

In order to implement the NDP, Government has introduced the NDP Implementation plan and the MTSF 2020-2025. The Department contributes to the implementation of the following MTSF Priorities;

- Priority 1: A capable, ethical and developmental state
- Priority 2: Economic transformation and job creation
- Priority 5: Spatial integration, human settlements and local government
- Priority 6: Social cohesion and safer communities

The Department contributes to priority 5 of the MTSF relating to Spatial Integration, Human Settlements and Local Government. The Department's MTSF target is 200 000 additional hectares of land availed for the agrarian revolution programme with the annual targets being 50 000 hectares of land availed for a period of five years of the MTSF. During the year under review, DTA facilitated the pledging of land parcels by Traditional Leaders through the National House of Traditional Khoi-San Leaders for the agrarian revolution programme. A total of one million five hundred and sixty-nine thousand and fifty two (1,569 952 million) hectares of land that have been pledged by traditional leaders for agrarian revolution programme surpassing the 200 000 hectares of the set MTSF target. Efforts are being pursued by relevant Departments to ensure the productive use of the pledged land.

Impact Statement

Sustainable Livelihoods for Traditional Communities

The impact sought over time, is to realise improved livelihoods for traditional communities, which would require the whole sector approach towards the implementation of the outcomes as well as the implementation of sector indicators for traditional affairs.

The Department has the following five outcomes:

- Effective governance of the Department
- Safe initiation practices
- Functional institution of traditional and Khoi-San leadership
- Transformed institution of traditional leadership
- Developed communities in areas of traditional leadership

Progress made towards the achievement of the 5-year targets:

Nr	Outcome	Outcome Indicator	Five-year targets	Progress report
1	Effective governance of the Department	Number of unqualified audit outcomes over the MTSF period	5	The Department obtained a clean audit (an unqualified audit opinion without matters of emphasis) on both performance information and financial management performance for the 2022/23 financial year and thus, has achieved the five-year target of the MTSF.
2	Safe initiation practices	% of initiation schools complying with the Customary Initiation Act (CIA) Provisions	75%	63% of the initiation schools complied with the Customary Initiation Act (CIA) Provisions in respect of the CIA provision on registration of the schools with the PICC.
3	Functional institution of traditional and Khoi-San leadership	Number of provinces implementing (and complying with) the Handbook for Traditional Leadership	9	<p>No province is implementing the (and complying with) the Handbook for Traditional Leadership because the Handbook is not yet approved.</p> <p>However, the following work was done towards achievement of the indicator.</p> <p>The Handbook was developed and consulted upon with relevant stakeholders in 2019. A total of 8 out of 9 Provinces are implementing the 2013 minimum norms and standards for the provisions of tools and trade and other enabling resources for traditional leadership, though the level of implementation differs from one Province to another. The Handbook is meant to bring about some level of standardization and will replace the 2013 Framework for Provision of Enabling Resources to Traditional Leaders which is the current national Policy that sets up norms and standards for tools of trade of traditional leadership. once approved. Compliance with the Handbook will only be monitored once it is approved for implementation.</p>
4		% of local houses of traditional and Khoi-San leaders performing their roles and functions as provided for in the Framework on roles and functions of Traditional Leaders	75%	There are 32 Local Houses of Traditional Leaders (LHTKL) in 8 Provinces with traditional leadership. The new Traditional and Khoi-San Leadership Act (TKLA) provides for the roles and functions of LHTKL. The enactment of the Act provided an enabling provision for the performance of roles and functions by LHTKL in terms of section 50 and section 81 of the Municipal Structures Act of the TKLA. The Department will monitor and support the LHTKL to ensure the performance of their roles and functions as provided for by the TKLA.
5		% of traditional and Khoi-San Councils constituted in compliance with the TKLA provisions	75%	<p>No traditional and Khoi-San Councils was constituted in compliance with the TKLA provisions, (i.e., 0% of traditional and Khoi-San councils constituted).</p> <p>The reasons for 0% performance on the indicator are that traditional leadership halted the process of constitution of TCs and the Commission on Khoi-San Matters is still in the process of investigating and researching applications for recognition of Khoi-San communities and leaders.</p> <p>However, the following activities were finalised to facilitate the constitution of TCs:</p> <ul style="list-style-type: none"> • Formula for determining the number of members of TCs was gazetted. • Provincial Project plans for the constitution of TCs were developed • Commission on Khoi-San Matters was established to facilitate the recognition of Khoi-San communities and leaders

Nr	Outcome	Outcome Indicator	Five-year targets	Progress report
5				<ul style="list-style-type: none"> Draft formula for determining the number of members of Khoi-San councils was developed
6	Functional institution of traditional and Khoi-San leadership	Number of Traditional Leaders trained through new programmes	829	A total of 851 consisting of traditional leaders, Headman and Headwomen including women structures were trained on GBVF and CIA during the 2022/23 financial year. The training was facilitated by the Capacity Building Unit.
7		Percentage of Traditional Councils trained through new programmes	50%	<p>For the 2023/24 financial year, the newly reconstituted structures such as National Initiation Oversight Committee (NIOC), all Provincial Initiation Coordinating Committees (PICCs), and all PHTKLs would be trained on Customary Initiation Act, whilst training on GBVF and the Art on facilitating the Socio Development in Traditional Communities in partnership with National School of Government would commence during the remainder of the 2023/24 financial year. The training of traditional councils will be commencing during the 2024/2025 financial year as soon as they are fully reconstituted.</p> <p>The Department of Traditional Affairs would review the existing induction manual to reorientate the newly reconstituted Traditional Councils on their roles and responsibilities in line with the Traditional and Khoisan Leadership Act No 3 of 2019.</p> <p>However, during the 2021/22 financial year a total 441 Traditional and Khoisan Leaders, were trained on TKLA No 3 of 2019 in partnership with LGSETA</p>
8	Trans-formed institution of traditional leadership	% of received Khoi-San applications for recognition processed and recommended to the Minister for a decision	75%	<p>0% of received Khoi-San applications for recognition processed and recommended to the Minister for a decision.</p> <p>The zero performance is due to the fact that, for the Commission to conduct investigations on the received applications, it was dependent on applicants submitting complete applications accompanied by required documentation/information as prescribed by the Act. However, none of the applications received had the prescribed documents and information, hence the zero performance on the indicator.</p>
9	Developed communities in areas of traditional leadership	Number of projects implemented based on a re-modelled Agrarian Revolution Programme	60	The Department, in partnership with the Department of Cooperative Governance (DCoG), worked on the remodeling of the Agrarian Revolution programme during the previous financial year. The remaining MTFS will see 60 agrarian revolution projects implemented in line with the remodeled approach.
10	Trans-formed institution of traditional leadership	% of local houses participating in the District Development Model	100%	The Department has profiled all 32 districts and metros with traditional leadership as a key component for the District Development Model (DDM). The Department further developed a Guide to support the participation of traditional leadership in the DDM processes. The Guide dealt with the "how factor" for traditional leadership when participating in the DDM. The Guide deals with the roles of the Traditional Leaders from the various traditional leadership structures. The initiative of the Department sought to facilitate the involvement and participation of the institution in DDM.

Nr	Outcome	Outcome Indicator	Five-year targets	Progress report
10	Trans-formed institution of traditional leadership	% of local houses participating in the District Development Model	100%	The Department monitored the participation of the 32 Local Houses of Traditional leaders in the DDM activities during the 2021-2022 financial year. In addition to monitoring the participation of the Local Houses of traditional leaders in the DDM processes, the Department was able to identify challenges hindering effective participation in DDM processes, where such existed, and proposed possible solutions.
11		% of Houses of Traditional Leaders participating in social cohesion programmes (as custodians of culture)		<p>The Department has developed a Social Cohesion Strategy for the traditional leadership during the previous financial year. The task ahead is about capacitating Houses of Traditional Leaders on the Strategy. In addition, the Department developed the Social Cohesion Programme as an effort to assist the houses to implement the strategy. All eight provinces were consulted upon during 2021/22 financial year on the implementation of the programme to obtain buy in towards implementation. Furthermore, during the 2022/23 financial year all eight provinces were engaged towards implementing the Social Cohesion Programme and provinces identified the following five priority projects for implementation. The following projects were identified by provinces as priority projects and were implemented:</p> <ul style="list-style-type: none"> - harmful cultural and religious practices (safe male initiation), - living heritage, - community safety and stability, - community conversations; and - transformation with Traditional Leadership Institutions and Structures. <p>During the 2022/2023 financial year, the Department monitored all eight provinces on the implementation of the Social Cohesion Programme under the above priority projects. Challenges were identified during the implementation some were addressed in collaboration with other government departments. A number of successes were also identified in some projects and will be shared with provinces as lessons learned. Progress on monitoring the implementation of the priority projects have been made and provinces will continue to implement them in the next financial year.</p> <ul style="list-style-type: none"> • harmful cultural and religious practices (safe male initiation), • living heritage, • community safety and stability, • community conversations; and

4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

Programme 1: Administration

Purpose

The purpose of the Administration Programme is to provide strategic leadership, effective administration, executive support, monitoring and evaluation of Traditional Affairs' performance, corporate and financial services.

Description

The sub-programmes within the Administration Programme are:

Department Management (Office of the Director-General)

Promotes effective strategic management and governance of the Department, corporate planning, integrated and aligned planning within traditional affairs, risk management, corporate secretariat, strategic communication and Parliament and Cabinet support services. The sub-programme's focus is to improve operational efficiency and oversee the implementation of Departmental programmes and policies through monitoring and evaluation. It also ensures that adequate support is provided to Traditional Affairs entities.

Corporate and Financial Services

This sub-programme provides human resource management and development, information and communication technologies, legal, records management, supply chain management and financial management support services to line function programmes within the Department.

Internal Audit

This is an independent and objective appraisal function, which provides assurance to the Director-General and senior management concerning adequacy and efficiency of the Department's internal controls and governance system.

Institutional outcomes that the programme contributes towards according to the Annual Performance Plan

Effective governance of the Department

Narrative on significant achievements of targets for the outputs and output indicators for the Administration Branch

In terms of the Administration branch which comprises the Chief Directorate: Office of the Director General, the Chief Directorate: Corporate and Financial Services and the Internal Audit Unit, the Annual Performance Targets were about the compliance management plan that consolidated all the necessary compliance requirements in relation to performance information and corporate and financial services. The successful implementation of the compliance plans implied that the annual target has been achieved.

The Branch also had additional targets relating to the procurement from Women, Youth and Persons with Disabilities owned enterprises, monitoring of GBVF interventions by the institution of traditional leadership and the review of Departmental policies to determine the extent to which they mainstream Women, Youth and Persons with Disabilities.

The Department obtained an unqualified audit opinion for the 2021/22 financial year. Should the Department obtain an unqualified audit opinion in 2022/23 financial year, the Department would be on course to achieve its outcome of effective governance of the Department and the five-year target of the MTSF.

Overall, the staff complement of the Department comprises 57,8% of women with 50% appointed at SMS level. 14% of the Department constitutes youth, with 3% of persons with disabilities appointed in the department. To ensure that the department achieves its target on appointment of women at SMS level, the department prioritised filling of vacant and funded positions at SMS level for appointment of women in line with the departments' employment equity plan.

The following represents interventions by the Branch that were implemented during the year under review:

- The Department has in place the Employment Equity Policy, Employment Equity Plan and Disability Management Strategy.
- Hosted the annual Women in SMS management meeting with the Accounting Officer to institutionalise the HOD's 8 principal action plan.

Table 2.4.4.2:
Table 2.4.4.2 indicates a report against the originally tabled Annual Performance Plan in the financial year under review.

Programme: Administration									
Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations	
Effective governance of the Department	Performance against Organisational performance Information Compliance Management Plan	% Performance against organisational performance information Compliance Management Plan	80% of actions in the organisational performance information Compliance Management Plan were implemented	80% performance against organisational performance information Compliance Management Plan	85% performance against organisational performance information Compliance Management Plan	Achieved 87% of actions in the organisational performance Information Compliance Management Plan were implemented	The Department achieved additional 2% resulting in 87% over achievement	The Department strived for full compliance with actions in the organisational performance information compliance management plan	
	Actions in the Corporate and Financial Management (CFM) Compliance Management Plan implemented	% of actions in the Corporate and Financial Management (CFM) Compliance Management Plan implemented	100% of actions in the Corporate and Financial Management (CFM) Compliance Management Plan were implemented	80% of actions in the Corporate and Financial Management (CFM) Compliance Management Plan were implemented	85% of actions in the Corporate and Financial Management (CFM) Compliance Management Plan were implemented	Achieved 100% of actions in the CFM Compliance Management Plan were implemented	The Department achieved additional 15% resulting in 100% over achievement	The Department strived for full compliance with actions in the CFM Compliance Management Plan	
Trans-formed institution of traditional leadership	Review of policies to ascertain the level of mainstreaming of women, youth and persons with disabilities	Number of reviewed policies to ascertain the level of mainstreaming of women, youth and persons with disabilities	-	-	1 policy reviewed to ascertain the level of mainstreaming of women, youth and persons with disabilities	Achieved 1 policy to ascertain the level of mainstreaming of women, youth and persons with disabilities was reviewed	N/A	None	

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
	Reports on anti GBVF Interventions within the Traditional Affairs sector developed	Number of reports on anti GBVF Interventions within the Traditional Affairs sector developed	-	-	2 reports on anti GBVF Interventions within the Traditional Affairs sector developed	Achieved 2 reports on anti GBVF Interventions within the Traditional Affairs sector were developed	N/A	None
	Procurement from Women, Youth and Persons with Disabilities (WYPD) owned enterprises by the Department	% of procurement from WYPD owned enterprises by the Department	-	-	Women: 40% Youth: 30% PWD: 7%	Not Achieved Annually the procurement were as follows: Women: 51% Youth: 25% PWD: 3%	11% procurement from Women; -5% procurement from Youth; and -4% procurement from PWD	The Department is reliant on quotations received from service providers and the provisions of Supply Chain Management legislation which does not explicitly make provision for targeting enterprises owned by women, youth and persons with disabilities

Programme 2: Research, Policy and Legislation

Purpose

To provide research and the institution of traditional and Khoi-San leadership information management systems as well as to develop, implement, monitor and review traditional affairs policies and legislation.

Description

The two sub-programmes of the Research, Policy and Legislation Programme in addition to RPL Management, are:

Policy and Legislation: To develop, manage implementation of, monitor and review traditional affairs policies and legislation. The sub-programme also supports provinces in the development, implementation and alignment of provincial and national traditional affairs policies and legislation.

Research and Information Management: To provide research, establish and manage information on traditional and Khoisan leadership, institutions and communities and establish systems for the management of traditional and khoi-san leadership disputes and claims.

Outcomes that the Programme Contributes towards

- Transformed institution of traditional leadership
- Functional institution of traditional and Khoi-San leadership

The significant achievements of the Branch are:

The TKLA was enacted, and its implementation commenced during the 2021/2022 financial year. The commencement of this Act has paved a way for the legal constitution of statutory structures of traditional and Khoi-San leadership such as houses of traditional and Khoi-San leadership, traditional councils, kingship/queenship councils and principal traditional leadership councils. One of the significant achievements recorded by the programme in respect of implementation of the TKLA in the year under review was the reconstitution of the 2022-2027 local, provincial and houses of traditional and Khoi-San leaders. In this regard all provincial houses and 29 of the 32 local houses of traditional and Khoi-San leaders were reconstituted for the 2022-2027 term.

A major achievement recorded by the programme in respect of implementation of the TKLA and facilitation of the legal constitution of kingship/queenship and principal traditional councils, is the endorsement of the formula for determining the number of members of Kingship/Queenship by the COGTA MINMEC for publication thereof by the Minister in a government gazette, giving way to the constitution of Kingship, Queenship and Principal Traditional Councils. Similarly, to enable the legal constitution of Khoi-San councils once the Khoi-San leaders and communities are legally recognised, the Department developed a draft formula for determining the number of members of Khoi-San councils. It is envisaged that the two formulas will be published in the Gazette during the 2023/2024 financial year.

The sector is inundated with traditional leadership disputes and claims which have rendered the institution of traditional leadership dysfunctional, instability within communities and high legal fees for government. Another significant achievement of the programme on the implementation of the TKLA, was the development of draft Regulations on Traditional and Khoi-San Leadership Identification and Recognition to among others manage leadership succession disputes. It is envisaged that the Regulations will be finalised and published in a Gazette during the 2023/24 for implementation from the 2024/2025 financial year.

Another achievement of the programme in respect of facilitating the effective functioning of local houses of traditional and Khoi-San leaders, was the development of draft regulations on section 50 of the TKLA (Local Houses) were developed. It is envisaged that consultations on the draft Regulations

will be completed and published in a Gazette during the 2023/2024 financial year for implementation from the 2024/2025 financial year.

For many decades, there was no regulatory mechanism for customary initiation practices at national government level. This resulted in many challenges experienced from customary initiation practices, such as deaths and injuries of initiates, abductions and commercialisation of the practice. During the 2021/22 financial year, the Customary Initiation Act (Act No. 2 of 2021) was enacted and commenced on 1 September 2021. The Act provides for the establishment of the National Initiation Oversight Committee (NIOC) by the Minister. A major achievement recorded by the programme on the implementation of the Customary Initiation Act during the year under review was the establishment of the National Initiation Oversight Committee (NIOC) for the 2022-2027 term in November 2022. One of the statutory functions of the NIOC is to monitor implementation of and compliance with the Customary Initiation Act by all role players. The Committee developed its Five-Year Strategic Plan and its 2023/2024 Plan for implementation from the 2023/2024 financial year.

The other key statutory structures introduced by the Customary Initiation Act are the Provincial Initiation Coordinating Committees (PICCs) which should be established by Premiers. Some of the key statutory functions of the PICCs are the registration of customary initiation schools, monitoring and assessing the general functioning of initiation schools in the province during the initiation period as well as inspection of any initiation school in the province to establish whether such a school meets the requirements set out in this Act or any criteria developed by the relevant PICC. These functions are critical in addressing the number of illegal schools, initiation fatalities and ensuring that those found to be responsible for the deaths and injuries of initiates are arrested. In this regard, the other significant achievement of the programme during the financial year is the establishment of four PICCs. The Department will continue to facilitate the establishment of the PICCs in the five remaining provinces during the 2023/2024 financial year.

To prioritise women, the Traditional and Khoi-San Leadership Act provides that at least one third of members of houses of traditional and Khoi-San leaders as well as traditional and Khoi-San leadership councils must be women. In this regard, the Department facilitated that this requirement is met through requesting the provincial houses to include women in their nominations to the National House. The Department will continue to monitor that women representation is realised in the traditional and Khoi-San leadership councils when they are constituted.

Furthermore, to prioritise women, youth and people with disabilities, the published formula for determining the number of members of traditional councils, draft formula for determining the number of members of kingship/queenship and principal traditional councils and the draft formula for determining the number of members of Khoi-San councils provide that one third of the members of the councils must be women. The three formulas further provide that the traditional and Khoi-San leaders and communities are encouraged to select and elect women, people with disabilities and youth as members of the traditional and Khoi-San councils.

Table 2.4.4.2:

Table 2.4.4.2 indicates a report against the originally tabled Annual Performance Plan in the financial year under review.

Programme 2: Research Policy and Legislation								
Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
Functional institution of traditional and Khoi-San Leadership	Approved research reports	Number of research studies in the traditional affairs research agenda conducted per year	2	2	2 research studies in the traditional affairs research agenda conducted, namely: a) Research on traditional and Khoi-San leadership councils' election processes b) Research on the effect of customs and culture in the socioeconomic development of women within traditional communities	Achieved 2 research studies in the traditional affairs research agenda were conducted, namely: a) Research on traditional and Khoi-San leadership councils' election processes b) Research on the effect of customs and culture in the socioeconomic development of women within traditional communities	N/A	None

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
Functional institution of traditional and Khoi-San Leadership	Draft set of regulation on the Traditional and Khoi-San Leadership Act TKLA (2019)	Number of Draft sets of regulations on the traditional and Khoi-San Leadership Act TKLA (2019) developed per year	-	-	1 (Draft set of regulations on section 50 of TKLA- local houses)	Achieved 1 (Draft set of regulations on section 50 of TKLA- local houses) was developed	N/A	None
	Approved TKLA Three year implementation Plan Implemented	Number of 2022/23 projects in the Approved TKLA Three-Year Implementation Plan implemented	-	-	5 of 2022/23 projects in the Approved TKLA Three-Year Implementation Plan implemented	Achieved 5 of 2022/23 projects in the Approved TKLA Three-Year Implementation Plan were implemented	N/A	None
Trans-formed institution of traditional Khoi-San leadership	Kingships and Queenships monitored on transformation and adaptation of their customary laws and customs to comply with the Bill of rights [section 2(1) of the TKLA]	Number of Kingships and Queenships monitored on transformation and adaptation of their customary laws and customs to comply with the Bill of rights [section 2(1) of the TKLA]	-	-	8 Kingships and Queenships monitored on transformation and adaptation of their customary laws and customs to comply with the Bill of rights [section 2(1) of the TKLA]	Achieved 8 Kingships and Queenships were monitored on transformation and adaptation of their customary laws and customs to comply with the Bill of rights [section 2(1) of the TKLA]	N/A	None

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
Trans-formed institution of traditional and Khoi-San leadership	Provinces monitored on the development of principal and senior traditional leadership royal families' customary laws of succession and genealogies	Number of Provinces monitored per year on the development of principal and senior traditional leadership Royal families' customary laws of succession and genealogies	-	-	8 Provinces monitored per year on the development of principal and senior traditional leadership Royal families' customary laws of succession and genealogies	Achieved 8 provinces were monitored on the development of principal and senior traditional leadership royal families' customary laws of succession and genealogies	N/A	None
	Signed off research/ investigations on received Khoi-San communities and leaders' applications for recognition	% of research studies/ investigations on received Khoi-San communities and leaders' applications for recognition in the 2022/23 Plan of the Commission on Khoi-San Matters conducted	-	-	70% of research studies/ investigations on received Khoi-San communities and leaders' applications for recognition in the 2022/23 Plan of the Commission on Khoi-San Matters conducted	Not achieved 0% research studies/ investigations on received Khoi-San communities and leaders' applications for recognition in the 2022/23 Plan of the Commission on Khoi-San Matters were conducted	70% research studies/ investigations on received Khoi-San communities and leaders' applications for recognition in the 2022/23 Plan of the Commission on Khoi-San Matters were not conducted	For the Commission to conduct investigations on the received applications, it was dependent on applicants submitting complete applications accompanied by required documentation/information as prescribed by the Act.

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
Trans- formed institution of tradi- tional and Khoi-San leadership	Recommendations on researched/ investigated applications submitted to the Minister	% of researched and investigated applications in the 2022/23 Plan of the Commission on Khoi-San Matters submitted to the Minister with recommendations	-	-	70% of re-searched and investigated applications in the 2022/23 Plan of the Commission on Khoi-San Matters submitted to the Minister with recommendations	Not Achieved 0% recommendations were submitted to the Minister in respect of the recognition of the Khoi-San communities and leaders in respect of the applications for their recognition as per the 2022/23 Plan of the Commission on Khoi-San Matters	70% recommendations were not submitted to the Minister in respect of the recognition of the Khoi-San communities and leaders in respect of the applications for their recognition as per the 2022/23 Plan of the Commission on Khoi-San Matters	However, none of the applications received had the prescribed documents and information, hence the non-achievement of the target.
	Approved Three-Year CIA Implementation Plan implemented	Number of 2022/23 projects in the Approved CIA Three-Year Implementation Plan implemented	-	-	Four (4) 2022/23 projects in the Approved CIA Three-Year Implementation Plan implemented	Achieved Four (4) 2022/23 projects in the Approved CIA Three-Year Implementation Plan were implemented	N/A	None
Safe Initiation Practices								

Programme 3: Institutional Support And Coordination

Purpose

To promote institutional development and capacity building for the institution of traditional leadership and facilitate partnerships between the institution of traditional leadership and all spheres of government, civil society and private sector.

Description

The sub-programmes of the Institutional Support and Coordination Programme are:

- **Secretariat of the NHTKL:** To provide secretariat, administrative and research support to the NHTKL. In collaboration with the NHTKL and the Department, the Secretariat provides planning, performance reporting services to the House and assists the House to implement the House Strategic Plans and APPs. The Secretariat also supports the House to comply with financial, planning, performance reporting and corporate governance prescripts.
- **Institutional Development and Capacity Building:** To ensure that structures of traditional leadership are empowered by reviewing, developing, implementing and monitoring national institutional support programmes.
- **Partnerships:** To promote and integrate the role and place of the institution of traditional leadership, including Khoi-San leadership and structures in the South African governance system by establishing collaborative relations between the institution and other governance structures across the three spheres of government.

Institutional outcomes the programme contributes towards according to the Annual Performance Plan:

- Developed communities in areas of traditional leadership
- Transformed institution of traditional leadership
- Safe initiation practices
- Functional institution of traditional leadership

The significant achievements of the ISC Branch are:

During 2022/23 financial year the branch had nine (9) targets all of which were achieved. The strategic outcomes to which the department was responding to were the following:

- a) Developed Communities in areas of traditional leadership
- b) Transformed institution of traditional leadership
- c) Safe initiation practices
- d) Functional institution of traditional leadership

In 2019, His Excellency, President Cyril Ramaphosa announced the District Development Model (DDM) as an approach in addressing service delivery in an integrated manner, in an effort to optimise delivery and address triple challenges of poverty, inequality and employment at a district level.

Traditional Leadership operates within the district space and have an important role to play in the implementation of government's programmes and projects. In ensuring that they are part of the development of One Plans, the department monitored participation of traditional leaders in the District Development Model (DDM).

As part of the Eastern Seaboard Development as well as putting the DDM in action, traditional leaders within the four identified districts, which are O.R Tambo, Alfred Nzo, Ugu and Harry Gwala, were coordinated to participate in this initiative. This has enabled them to be part of the process where they

will be identifying programmes and projects for their respective traditional communities in line with the Invest Rural Master Plan. As such, traditional leaders, women, youth and People with disabilities in the identified traditional communities, participated in the skills development summit, as part of the implementation of the DDM. Participation of traditional leaders was also coordinated in other provinces. The department and monitored will continue to monitor the institution of traditional and khoi-san leadership in such processes.

The implementation of the Traditional and Khoi-San Leadership Act (TKLA) commenced in 2021. The legislation makes provision for the National and provincial government to regulate partnerships and agreements for traditional leadership councils to enter into with government and any other institution. As such the Department of Traditional Affairs workshopped eight (8) provinces on the implementation of section 24 of the TKLA. This will also enable traditional leaders and traditional councils to understand processes to be followed when entering into agreements with various stakeholders.

As part of enhancing partnership with various stakeholders and in the implementation of government programmes and projects, the departments entered into a partnership agreement with the Department of Fisheries Forestry and Environment for the implementation of projects in traditional communities. project

The branch is responsible to provide support to the institution of traditional and khoi-san leadership. To fulfil this obligation, the department co-ordinated eight (8) provinces to develop intervention plans for the functionality of Local Houses of Traditional and Khoi-San Leaders (LHTKL). In addition, provinces were workshopped on the implementation of section 50 of the TKLA. This will enable Local Houses of Traditional and Khoi-San Houses to perform their functions as prescribed in the legislation.

The country is faced with social ills and harmful cultural practices. Gender Based Violence and Femicide (GBVF) is regarded as one of the pandemic taking place in the country. As part of capacity building programme, the department capacitated forty two (42) structures of traditional leadership in performing their legislative mandate in relation to Customary Initiation Act (CIA) and Gender Based Violence and Femicide (GBVF).

The intention of the programme was to assist traditional leaders, traditional councils, National Initiation Oversight Committee (NIOC) as well as Provincial Initiation Coordinating Committee (PICC) with information and knowledge to assist their respective communities address issues pertaining to customary initiation and gender-based violence and femicide.

Traditional leaders are custodians of culture, customs and tradition. They play a critical role in social cohesion programmes targeted at addressing social ills within their communities such as human trafficking, sexual assault, substance abuse and alcohol abuse, brutal killing of people living with albinism and abuse LGBTQI and condemning harmful and unconstitutional cultural and religious practices on women, men, children, youth and persons with disabilities, to mention a few.

In monitoring the implementation of social cohesion programme in provinces the department convened four (4) dialogues on tribalism and xenophobia in traditional communities. This was intended to ensure that the communities under the jurisdiction of traditional leadership are living in harmony and thus ensuring social inclusivity.

Furthermore, the department facilitated and monitored participation of traditional and Khoi-San leadership in the six (6) National Days Programme of government. This was one of the platforms whereby traditional leaders conveyed messages of support on government's programmes and the constitutional role played by the Institution of traditional and Khoi-San leaders in service delivery in their respective communities.

Table 2.4.4.2:
Table 2.4.4.2 indicates a report against the originally tabled Annual Performance Plan in the financial year under review.

Programme : Institutional Support and Coordination									
Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations	
Developed communities in areas of traditional and Khoi-San leadership	Provinces workshopped on the implementation of section 24 of the TKLA	Number of provinces workshopped on the implementation of section 24 of the TKLA	8 Provinces consulted on the implementation of section 24 of the TKLA	8 Provinces workshopped on the implementation of section 24 of the TKLA	8 Provinces workshopped on the implementation of section 24 of the TKLA	Achieved 8 Provinces workshopped on the implementation of section 24 of the TKLA	None	N/A	
	LHTKL participating in DDM activities	Number of LHTKL coordinated to participate in DDM activities	Guidelines developed for traditional leaders on the participation of LHTKL in DDM processes	8 Provinces monitored on the participation of LHTKLs in government development programs in terms of the DDM	32 LHTKL coordinated to participate in DDM activities	Not Achieved 29 Local Houses were coordinated to participate in DDM activities	3 LHTKL were not coordinated to participate in DDM activities	29 Local Houses instead of 32 were coordinated to participate in DDM activities because 3 LHTKLs are yet to be established for the 2022-2027 term in the following Provinces: Gauteng; Free State and KwaZulu-Natal	
Functional institution of traditional and Khoi-San leadership	LHTKL capacitated to perform their legislated functions	Number of provinces coordinated to develop Intervention Plans for the functionality of LHTKL	-	8 Provinces monitored on the functionality of Local Houses of Traditional and Khoi-San Leaders	8 Provinces coordinated to develop Intervention Plans for the functionality of Local Houses of Traditional and Khoi-San Leaders	Achieved The following provinces were coordinated to develop intervention Plans as follows: Q1: MP and FS Q2: NW and GP	None	N/A	

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
	Provinces workshopped on the implementation of section 50 sub sections 6,7 and 9 of the TKLA	Number of Provinces workshopped on the implementation of section 50 sub sections 6,7 and 9 of the TKLA	-	Promulgation of the TKLA	8 Provinces workshopped on the implementation of section 50 sub sections 6,7 and 9 of the TKLA	Q3: LM and EC Q4: NC and KZN Achieved The following provinces were workshopped on the implementation of section 50 Sub-section 6, 7 and 9 of the TKLA. The workshops were conducted as follows: Q1: MP and FS Q2: NW and GP Q3: LM and EC Q4: NC and KZN	None	N/A

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
Trans-formed institution of traditional and Khoi-San leadership	Traditional leadership structures capacitated in performing their legislative mandate in relation to Customary Initiation Act (CIA) and Gender Based Violence and Femicide (GBVF)	Number of traditional leadership structures capacitated to perform their legislative mandate in relation to Customary Initiation Act (CIA) and Gender Based Violence and Femicide (GBVF)	-	-	32 traditional leadership structures capacitated to perform their legislative mandate in relation to Customary Initiation Act (CIA) and Gender Based Violence and Femicide (GBVF)	Achieved 43 traditional leadership structures capacitated to perform their legislative mandate in relation to Customary Initiation Act (CIA) and Gender Based Violence and Femicide (GBVF)	11 additional traditional leadership structures were capacitated to perform their legislative mandate in relation to the CIA and GBVF	11 more traditional Leadership and CIA structures were capacitated because of inundated requests for capacitation from provinces, especially the Provincial Initiation Coordinating Committee (PICC), Local Houses of Traditional and Khoi-San Leadership including other structures such as women organisations
	Social cohesion dialogues on tribalism and foreign nationals' (xenophobia) in traditional and Khoi-San communities convened	Number of social cohesion dialogues convened on tribalism and foreign nationals (xenophobia) in traditional and Khoi-San communities	Social Cohesion Strategy	Approved Social Cohesion Programme	4 social cohesion dialogues convened on tribalism and foreign nationals (xenophobia) in Traditional and Khoi-San communities	Achieved 4 social cohesion dialogues on tribalism and xenophobia were convened with the following provinces: Limpopo, Mpumalanga, Gauteng, Free State	None	N/A

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
	Monitor participation of Traditional and Khoi-San leaderships in the National Days Programme of government	Number of National Days Programme of government monitored at which traditional and Khoi-San leadership participate	-	-	6 National Days programme of government monitored at which traditional and Khoi-San leadership participate	Achieved 6 National Days programme of Government was monitored for the participation of traditional and Khoi-San leaders. The following national days were celebrated and monitored: Human Rights Day, Africa day, women's day, Heritage Day, 16 days of activism against gender based violence and femicide (GBVF) and child protection week	None	N/A

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	**Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
	Monitor provinces on the implementation of social cohesion programme	Number of provinces monitored on the implementation of social cohesion programme	-	Approved Social Cohesion Programme Social cohesion implementation plan	8 Provinces monitored on the implementation of social cohesion programme	Achieved The following provinces were monitored on the implementation of social cohesion programme: Limpopo, Mpumalanga, North West, Northern Cape, Eastern Cape, Kwa-Zulu Natal, Gauteng and Free State	None	N/A
	Provincial Houses of Traditional Leaders monitored per year on their functionality	Number of Provincial Houses of Traditional Leaders monitored per year on their functionality			7 Provincial Houses monitored on their functionality	Achieved 7 Provincial Houses of Traditional and Khoisan leaders monitored on their functionality	None	N/A

Linking performance with budgets

Programme 1: Administration

Sub-programme expenditure

Sub- Programme Name	2022/2023			2021/2022		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Ministry	12 426	12 424	2	11 018	9 346	1 672
Management of Trad. Affairs	13 597	13 514	83	14 518	13 157	1 361
Corporate Services	30 552	29 537	1 015	27 237	21 350	5 887
Internal Audit	3 990	3 981	9	3 938	3 792	146
Total	60 565	59 456	1 109	56 711	47 645	9 066

Programme 2: Research, Policy and Legislation

Sub-programme expenditure

Sub- Programme Name	2022/2023			2021/2022		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Policy and Legislation	13 474	13 364	110	7 337	6 424	913
Research and Info. Management	6 404	4 765	1 639	5 543	5 033	510
	8 013	7 652	361	9 483	8 841	642
Total	27 891	25 781	2 110	22 363	20 298	2 065

Programme 3: Institutional Support and Coordination**Sub-programme expenditure**

Sub- Programme Name	2022/2023			2021/2022		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Management	4 610	4 439	171	8 783	7 419	1 364
Institutional Development and Capacity Building	7 974	7 650	324	7 691	6 212	1 479
Intergovernmental Relations and Partnership	8 394	7 406	988	8 572	7 266	1 306
National House of Traditional Leaders	23 891	22 902	989	22 538	19 785	2 753
Commission for the Promotion and Protection of the Rights of Culture, Religious and Linguistic	46 818	46 818	-	46 032	46 032	-
Total	91 687	89 215	2 472	93 616	86 714	6 902

The **Administration Programme** has spent R59,4 million out of R60,5 million of its total budget allocation. The programme has achieved satisfactory performance on its APP and Annual Operational Plan targets. There is therefore, an alignment between performance and financial allocations.

The **Research, Policy and Legislation Programme** has spent R25,7 million out of R27,8 million of its total budget allocation. Even though the programme has underspent on its allocated budget, the programme has achieved satisfactory performance on its APP and Annual Operational Plan targets and there is therefore, an alignment between performance and financial allocations.

The **Institutional Support and Coordination Programme** has spent R89,2 million out of R91,6 million of its total budget allocation. Even though the programme has underspent on its allocated budget, the programme has achieved satisfactory performance on its APP and Annual Operational Plan targets and there is therefore, an alignment between performance and financial allocations.

Strategy to overcome areas of under performance

The target, 40%, 30% and 7% procurement from WYPD owned enterprises by the Department was not achieved. The Department has decided to include the target in the Annual Operation Plan (AOP) until such time that there are provisions of SCM legislation which explicitly make provision for targeting enterprises owned by women, youth and people with disabilities.

In addition, the two targets on 70% of the research studies or investigations on received Khoi-San Communities and leaders' applications for recognition in the 2022/23 Plan of the Commission on Khoi-San Matters conducted and submitted to the Minister with recommendations was not achieved. The target was dependent on completeness of the applications which was not the case and as such, had to be carried over to the 2023/24 financial year as an Annual Operational Plan target.

Performance in relation to Standardised Outputs and Output Indicators for Sectors with Concurrent Functions

1. Number of Anti GBVF Intervention/campaigns for traditional leadership

The indicator aims to increase awareness on Gender Based Violence and Femicide through Anti-GBVF campaigns for traditional leaders so that they can play a role in curbing gender-based violence in their communities. The Western Cape was the only Province exempted from all three standardised sector indicators because there are no traditional leaders in the Province. Below is a summary of the activities and campaigns held in different provinces.

Mpumalanga: Through partnerships with various stakeholders, like the Traditional leaders, Gift of the Givers, Social Workers, Correctional Services, Provincial Commission on Gender Equality, and Local Pastors, the PHTKL mobilized Senior citizens, vulnerable Youth, and Women including local schools in different areas where they held dialogues to raise awareness on GBVF. The province also conducted an awareness campaign on GBVF and migration in collaboration with stakeholders like SAPS and the Department of Home Affairs, the campaign was held in Ehlanzeni District. Some of their events were attended by traditional leaders and members of the traditional communities.

Free State: In the province, the Barolong boo Seleka in Thaba-Nchu is the one TC that is actively involved in GBVF awareness campaigns. The TC in partnership with various stakeholders hosted GBVF seminars and implemented various projects including food gardens in schools and clinics. The TC further embarked on a project of building houses for victims of GBVF in partnership with the stakeholders such as Agri-Forum. The province also partnered with the Capacity building unit at National to train traditional leaders and structures on the anti-GBVF.

Limpopo: training for Traditional leaders was conducted through the Capacity Building unit of DTA. The training was targeting structures of traditional leadership, i.e., LHTKL and TCs. Traditional leadership structures were capacitated on the GBVF training.

Northern Cape: The province through the Provincial House of Traditional and Khoi-San Leaders is represented in the Moral Regeneration Movement (MRM) and through the MRM, the PHTKL participated in two dialogues on GBVF awareness in the province.

Gauteng: There are only two TCs in the province. Awareness campaigns under the Amandele a Lebelo TC in Hammanskraal which was attended by 300 community members was held.

2. Number of Traditional Councils supported to perform their functions.

The provinces reported on the financial and non-financial support to the Traditional Councils so they can perform their functions. Financial management support included recording and accounting of finances of each traditional council, and non-financial support was differentiated as determined by each Province according to their checklist.

3. Percentage of traditional leadership succession disputes processed.

Measures the total number of succession disputes processed against the total number received. Processed means, acknowledgment, registration, investigations of succession disputes, and communication. The following table represents the summarised version of the reported indicators:

Focus	Provincial APPs			
	GBVF Awareness intervention		No of Functional Structures	% of succession disputes processed
Standardised sector indicators	EC	1 GBVF intervention	No of TCs supported to perform their functions (150)	none
	FS	No of anti-GBVF interventions (4)	13 TCs supported	100% of TL succession disputes processed
	GP	2 GBVF campaigns for Traditional Leadership	2 TCs supported	100% of succession disputes processed
	KZN	2 Anti GBV Interventions/campaigns for Traditional Leadership Hosted	307 supported	100% of Traditional Leadership succession disputes processed
	LMP	Number of Anti GBVF Intervention/campaigns for traditional leadership (5)	Number of traditional councils supported to perform their functions. (206)	Percentage of Traditional leadership succession disputes processed
	MPU	4 anti-GBVF initiatives conducted	No of TC supported (60)	100% of traditional leadership succession disputes processed.
	NC	No of anti-GBVF interventions (2)	No of TC supported (8)	100% of traditional leadership succession disputes processed.
	NW	3 anti-GBVF interventions	No of TCs supported to perform their functions (92)	50% of traditional leadership succession disputes processed
	WC	n/a	n/a	n/a

5. TRANSFER PAYMENTS

5.1. Transfer payments to public entities

Name of Public Entity	Key Outputs of the public entity	Amount transferred to the public entity	Amount spent by the public entity	Achievements of the public entity
CRL Commission Rights		46 818		
		46 818		

5.2. Transfer payments to all organisations other than public entities

The table below reflects the transfer payments made for the period 1 April 2022 to 31 March 2023

Name of transferee	Type of organisation	Purpose for which the funds were used	Did the dept. comply with s 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity	Reasons for the funds unspent by the entity

The table below reflects the transfer payments which were budgeted for in the period 1 April 2022 to 31 March 2023, but no transfer payments were made.

Name of transferee	Purpose for which the funds were to be used	Amount budgeted for (R'000)	Amount transferred	Reasons why funds were not transferred

6. CONDITIONAL GRANTS

6.1. Conditional grants and earmarked funds paid

The table below detail/s the conditional grants and earmarked funds paid by the department.

Conditional Grant 1:	
Department/ Municipality to whom the grant has been transferred	N/A
Purpose of the grant	N/A
Expected outputs of the grant	N/A
Actual outputs achieved	N/A
Amount per amended DORA	N/A
Amount transferred (R'000)	N/A
Reasons if amount as per DORA not transferred	N/A
Amount spent by the department/ municipality (R'000)	N/A
Reasons for the funds unspent by the entity	N/A
Monitoring mechanism by the transferring department	N/A

Conditional Grant 2:	
Department/ Municipality to whom the grant has been transferred	N/A
Purpose of the grant	N/A
Expected outputs of the grant	N/A
Actual outputs achieved	N/A
Amount per amended DORA	N/A
Amount transferred (R'000)	N/A
Reasons if amount as per DORA not transferred	N/A
Amount spent by the department/ municipality (R'000)	N/A
Reasons for the funds unspent by the entity	N/A
Monitoring mechanism by the transferring department	N/A

6.2. Conditional grants and earmarked funds received

The receiving department should include the following information in the annual report on conditional grants received:

- An overview of grants received, including types and total amount received.
- An indication of the total amount of actual expenditure on all allocations.
- Confirmation that all transfers were deposited into the accredited bank account of the Provincial Treasury.
- An indication of the extent to which the objectives were achieved, with a comparative analysis of provincial performance against targets. Where performance fell short of expectations, outline the reasons and measures taken to improve performance in the coming years if the grant is continuing.
- An overall assessment of compliance with the Act, and an explanation of any measures taken in situations where there was non-compliance

The table/s below details the conditional grants and ear marked funds received during for the period 1 April 2022 to 31 March 2023

Conditional Grant 3:	
Department who transferred the grant	N/A
Purpose of the grant	N/A
Expected outputs of the grant	N/A
Actual outputs achieved	N/A
Amount per amended DORA	N/A
Amount received (R'000)	N/A
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent by the entity	N/A
Reasons for deviations on performance	N/A
Measures taken to improve performance	N/A
Monitoring mechanism by the receiving department	N/A

7. DONOR FUNDS

7.1. Donor Funds Received

Donor assistance includes both cash and in-kind contributions. Reporting on donor assistance is critical as the funding directly contributes to service delivery of the department. The following information should be presented for donor funds. All financial amounts must agree to the amounts disclosed in the annual financial statements.

- The name of the donor
- The amount received in the current reporting period
- The purpose of the donor funding
- Outputs achieved
- Was the funding received in cash or in-kind
- Amount spent from the donor funds
- The monitoring/reporting to the donor
- Reasons for any unspent funds and if the project is complete will the funds be returned to the donor.

Donor Fund:	
Name of donor	N/A
Full amount of the funding	N/A
Period of the commitment	N/A
Purpose of the funding	N/A
Expected outputs	N/A
Actual outputs achieved	N/A
Amount received (R'000)	N/A
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	N/A

8. CAPITAL INVESTMENT

8.1. Capital investment, maintenance and asset management plan

Provide commentary on the following:

- Progress made on implementing the capital, investment and asset management plan.
- Infrastructure projects which have been completed in the current year and the progress in comparison to what was planned at the beginning of the year. Provide reasons for material variances (2% variance)
- Infrastructure projects that are currently in progress (list projects) and when are they expected to be completed,
- Plans to close down or down-grade any current facilities,
- Progress made on the maintenance of infrastructure
- Developments relating to the above that are expected to impact on the department's current expenditure.
- Details as to how asset holdings have changed over the period under review, including information on disposals, scrapping and loss due to theft
- Measures taken to ensure that the department's asset register remained up-to-date during the period under review
- The current state of the department's capital assets, for example what percentage is in good, fair or bad condition
- Major maintenance projects that have been undertaken during the period under review
- Progress made in addressing the maintenance backlog during the period under review, for example, has the backlog grown or become smaller? Is the rate of progress according to plan? If not why not, and what measures were taken to keep on track

Infrastructure projects	2021/2022			2022/2023		
	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000
New and replacement assets	N/A	N/A	N/A	N/A	N/A	N/A
Existing infrastructure assets	N/A	N/A	N/A	N/A	N/A	N/A
Upgrades and additions	N/A	N/A	N/A	N/A	N/A	N/A
Rehabilitation, renovations and refurbishments	N/A	N/A	N/A	N/A	N/A	N/A
Maintenance and repairs	N/A	N/A	N/A	N/A	N/A	N/A
Infrastructure transfer	N/A	N/A	N/A	N/A	N/A	N/A
Current	N/A	N/A	N/A	N/A	N/A	N/A
Capital	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A





GOVERNANCE

PART

1. INTRODUCTION

The Department is committed to ensure good governance within the organisation. In this regard, the Department has established functional governance structures. Performance on annual and strategic objectives was monitored quarterly through the Management Committee over and above other Departmental assurances. Interventions on areas of under-performance were implemented to ensure achievement of the Department's objectives. The Accounting Officer maintained an effective, efficient and transparent system of financial and risk management and internal control as required by section 38(1)(a)(i) of the PFMA.

2. RISK MANAGEMENT

The Department has developed the risk management policy and strategy and it was approved for the financial year 2020/21 to 2021/22. The risk management implementation plan is reviewed annually. The implementation plan was reviewed and approved in the first quarter of 2022/23 financial year.

The Strategic Risk Assessment for 2022/23 has been conducted and a risk assessment report was approved by the Accounting Officer. New and emerging risks were identified associated to the strategic outcome and annual targets/ performance indicators. The risk register was used to direct the Internal Audit efforts and priorities. This risk assessment is conducted annually for both strategic and operational levels as required by the departmental risk management strategy.

Progress of Branches and Chief-Directorate's risk registers is communicated to various programmes in the Departmental quarterly review meetings (MANCO, Risk Management Committee, and Audit Committee to ensure that risk treatment plans are monitored regularly. The overall risk performance for financial year under review shows a significant improvement and reduction of risk exposure.

The Risk Management Committee was appointed for 2021/22 to 2023/24 financial years. The Committee comprises of programme managers and two external members, one of whom is the Chairperson. Its roles and responsibilities are outlined in Risk Management Committee Charter terms of reference. The Committee was established in accordance with the Public Sector Risk Management Framework to oversee the overall implementation of the system of risk management in the Department and ensuring that risks are managed at the acceptable level. The Committee meet quarterly according to the terms of reference to review the effectiveness of the system of risk management and recommend improvements to the Accounting Officer.

The Chairperson of the Risk Management Committee and the Chief Risk Officer quarterly present the status of risk management and progress report on the implementation of risk treatment plans to the Audit Committee. The reporting includes the Chairperson of the Risk Management Committee's report to the Accounting Officer.

The Audit Committee is an independent Committee responsible for oversight of DTA control, governance and risk management. The responsibilities of the Audit Committee include:

- Providing an independent and objective view of Department's risk management effectiveness;
- Ensuring that management identifies, manages and monitors all the key risks that could negatively affect the achievement of Department's objectives; and
- Ensuring that the internal audit plans are aligned to the risk profile of the Department.

The recommendations of the Audit Committee are discussed in the Risk Management Committee as a standing agenda item. All advice by the Audit Committee are incorporated on the agenda of the Risk Management Committee for monitoring to ensure that they are implemented. The committee independently monitors the effectiveness of the system of risk management.

There is alignment relating to performance on the Annual Performance Planned targets and the implementation of risk treatment plans for the financial year 2022/23, which improved the Department's performance.

The Department's performance on risk is improving steadily. This is on the basis of the perceived risk maturity as embedded in the work of programmes and sub-programmes, whereby risk management is being institutionalized. Risk Management is a key component of the performance agreements of senior management and middle management of the Department.

3. FRAUD AND CORRUPTION

The Department has an approved Fraud Prevention Plan. This document was implemented to prevent, detect and address acts of corruption. A fraud and corruption risk assessment was conducted and action plans were identified and monitored quarterly. There was regular communication in a form of workshops and information sharing on prevention, detection and reporting of fraud and corruption within the Department.

The Department has an approved Fraud Prevention Policy and Fraud Prevention Plan. The Department also has an approved Whistleblowing Policy as a mechanism and guide to report events or suspicions of fraud and corruption.

Furthermore, the Department has implemented the Whistle-Blowing Policy which indicates the procedure in reporting fraud and corruption incidents. This policy outlines the process and steps to be taken to reporting incidents of fraud and corruption anonymously. This has been communicated to all employees. Fraud reporting boxes are placed within the building and the hotline number for reporting of instances of possible fraud or corruption is indicated on each box. There were no cases or incidents of fraud that were identified or reported during the period under review.

4. MINIMISING CONFLICT OF INTEREST

To minimise potential conflict of interest, Other Remunerative Work in the Public Service policy was developed to enhance the value systems that guides professional conduct of employees in the department. The policy also serves as a resource to employees applying for permission to undertake other remunerative work outside their employment. Annually, the department issues a circular to all SMS and other designated employees informing them of the requirements to disclose their interest. Furthermore, a directive on "Other remunerative work outside the employee's employment" was issued to all employees outlining the process to seek permission to perform other remunerative work that also included categories of other remunerative work. Employees with Directorship of dormant registered businesses with a potential of having conflict of interest are also encouraged to seek permission to reduce the risk of conflict of interest. Applications for permission to perform other remunerative work are assessed to determine any conflict of interest before permission is granted. Applications perceived to have any conflict of interest are declined and applicants notified in writing on reasons for declining applications. Disciplinary action was taken against three (3) employees with potential conflict of interest for non-compliance with Section 30 of the Public Service Act, 1994.

5. CODE OF CONDUCT

The Department adheres to and implements the Public Service Code of Conduct. To enforce compliance, maintain and improve compliance with the code of conduct, on the first day of assumption of duty, new employees are taken through the code and signs a copy of the code of conduct that is placed in employee personnel files. Disciplinary action was taken against a total of three (6) employees for non-compliance with regulation 19 of the PSR, 2016, regulation 81(1), 18(3) of PSR, 2016 and Section 30 of the PSA, 1994.

A gift register is maintained to register all gifts received by employees during the course and scope of their employment. Approval was granted to five (5) employees to accept gifts received at an estimated value exceeding R350.00 in compliance with Regulation 13(h) of the PSR, 2016. Ten (10) approvals were granted for employees to perform other remunerative work with one (1) application declined due to the other remunerative work having a negative impact in the employee's performance. Awareness information session on the Code of Conduct for Public Service employees was held in collaboration with the Office of the Public Service Commission.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

The department has commenced with creating capacity in facilities management and has appointed an Assistant Director dedicated to deal with control risk in relation to occupational health and safety. Furthermore, all general facility management functions will still be performed as a shared services with the Department of Corporative Governance.

7. PORTFOLIO COMMITTEES

Date of the meeting	Subject	Matters raised by the Portfolio Committee	Response to address the matter/actions by the Department
03 May 2022	Briefing by the Department of Cooperative Governance (DCoG), the Municipal Infrastructure Support Agent (MISA) and the Department of Traditional Affairs (DTA): 2022/23 Annual Performance Plan	The Portfolio Committee raised a concern about the situation in Emangweni, which persisted. The Committee indicated the failure by the Premier of Kwa-Zulu Natal to sign the Pietermaritzburg High Court judgment on the reinstatement of the rightful heir to the throne in that traditional community.	The Department has previously raised the matter with the Head of Department of CoGTA in the province who indicated that the issue was being attended to. The matter has however taken a while to finalise. The Department (DTA) has since written a letter for the attention of the Premier of Kwa-Zulu Natal. In the said letter, the DTA requested the Office of the Premier to furnish the DTA with reasons for the non-implementation of the Pietermaritzburg High Court judgment. To date, the DTA has not received any correspondence from the Premiers Office in this regard.
10 May 2022	Briefing by the Department of Cooperative Governance (DCoG), the Municipal Infrastructure Support Agent (MISA) and the Department of Traditional Affairs (DTA): 2022/23 Annual Performance Plan	The Select Committee indicated that a concern was raised with the Committee on the establishment of the Provincial House of Traditional Leaders in the Western Cape taking into account the Khoi-San communities.	The Department outlined that it has established Provincial Houses in all provinces with the exception of Gauteng and the Western Cape. Gauteng has only two recognized traditional leaders which made it impractical to establish a provincial house. For accountability purposes, Gauteng forms part of the National House. Western Cape does not have recognized traditional leaders as there was no legislation before until the Traditional and Khoi-San Leadership Act came into effect. Firstly, there must be a process of recognition, whereby research, investigation and public hearing on each application will be conducted and recommendations made to the Minister for possible recognition and once this process has been completed, the Western Cape will be required to establish a Provincial House.
08 June 2022	Briefing by the Department of Traditional Affairs on implementation of the Traditional and Khoi-San Leadership Act (TKLA)	The Committee requested the Department to furnish it with a copy of the Traditional and Khoi-San Leadership Act (TKLA) Five Year implementation schedule/plan. The Committee indicated that this would enable the Committee to assess if the reported progress is consistent with the actions as contained in the implementation schedule/plan.	The Department furnished the Committee with the implementation schedule/plan.

Date of the meeting	Subject	Matters raised by the Portfolio Committee	Response to address the matter/actions by the Department
23 August 2022	Briefing: Traditional Affairs General Amendment Bill (TAGAB) (Technical amendments)	<p>There were no key resolutions taken, but the Committee posed the following questions to which the Department responded: The Committee wanted clarity on why the Bill was called the Traditional Affairs General Amendment Bill</p> <p>The Committee asked if the Committee would await the process of the referral of the Bill to the National House of Traditional and Khoi-San Leaders (NHTKL).</p> <p>Will the Bill be applicable to metros/districts where there were no traditional leaders?</p>	<p>In response to the naming of the Bill, the Department indicated that the Bill covered two different pieces of legislation related to the Traditional Affairs General Amendment Bill and hence the word 'General' was part of the title.</p> <p>The Department pointed out that the Bill has already been referred to the NHTKL and it has a maximum of 60 days to respond to Parliament on the Bill, otherwise it would be assumed that it supported the Bill.</p> <p>On metros and districts where there were no traditional leaders, the Department outlined that there were around 32 districts where traditional leaders existed, and where there were no traditional leaders, the Bill would not apply. In the Western Cape, it may apply later when the Khoi and San leaders became recognised.</p>
31 August 2022	Briefing: 2021/22 4th Quarter performance information and financial expenditure	<p>The Committee noted that the presentation by the Department indicated that it has monitored eight provinces in implementing the re-modelled Agrarian Revolution Programme in traditional communities, the Committee wanted to know what the Department's remedial action were because in one pilot area, the programme had collapsed because of disputes in that traditional community.</p> <p>The Committee indicated that during its recent oversight visit to the Eastern Cape, it noticed that there was no awareness on the Customary Initiation Act (CIA) and that the Provincial Initiation Coordinating Committees (PICCs) were not capacitated to implement the CIA. The Committee indicated that it should partner with the Department in public education awareness campaigns to ensure that legislation such as the CIA are implemented.</p>	<p>The Department pointed out that the challenges experienced in this regard varied. However, it endeavored to work closely with its provincial counterparts to assist in these initiatives/programmes</p> <p>On whether there were awareness raising campaigns on initiation, the Department pointed out that with the introduction of the CIA in September 2021, it meant there was not enough time for the awareness campaigns, but going forward, there would be more awareness raising campaigns with the establishment of the new houses of traditional and Khoisan leaders.</p> <p>No action was required from the Department</p>

Date of the meeting	Subject	Matters raised by the Portfolio Committee	Response to address the matter/actions by the Department
10 October 2022	Briefing: DTAs 2021/2022 Annual Report	<p>There were no key resolutions taken, but the Committee posed the following questions to which the Department responded: The Committee indicated that during its recent oversight visit to the Eastern Cape found some dissonance between the National legislation, i.e. the Customary Initiation Act and the Provincial legislation governing the initiation practices in the Province. What was the Department doing to address that.</p> <p>The Committee indicated that there are inconsistencies around the establishment of the PICC's as in some Provinces and pointed out that the Department should follow this up to ensure a smooth implementation of legislation</p>	<p>The Department pointed out to the Committee that the Customary Initiation Act (CIA) supersedes the Provincial pieces of legislation, for example, when it comes to the issue of age, the age as determined in the CIA is the age that applies. During the time the Act was consulted on and was taken through Cabinet, there was a deliberate position that there cannot be different ages defining children, that is, one in the Children's Act and the other one in the CIA. The age that prevails is the age in the Children's Act and that is the age adopted in the CIA.</p> <p>In response, the Department indicated that the challenge with the Eastern Cape PICC has been the membership to the PICC as the PICC there comprises of Members of the Executive Council's and in other Provinces that is not the case. However, from the discussions that the Department has been having with the Eastern Cape, they have realised the difficulty of the model they are using and they have indicated that they want to change that to ensure that they have a much more agile PICC that will be able to do its work.</p>
10 October 2022	Briefing: DTAs 2021/2022 Annual Report	<p>There were no key resolutions taken, but the Committee posed the following questions to which the Department responded: The Committee indicated that during its recent oversight visit to the Eastern Cape found some dissonance between the National legislation, i.e. the Customary Initiation Act and the Provincial legislation governing the initiation practices in the Province. What was the Department doing to address that. The Committee indicated that there are inconsistencies around the establishment of the PICC's as in some Provinces and pointed out that the Department should follow this up to ensure a smooth implementation of legislation.</p>	<p>The Department pointed out to the Committee that the Customary Initiation Act (CIA) supersedes the Provincial pieces of legislation, for example, when it comes to the issue of age, the age as determined in the CIA is the age that applies. During the time the Act was consulted on and was taken through Cabinet, there was a deliberate position that there cannot be different ages defining children, that is, one in the Children's Act and the other one in the CIA. The age that prevails is the age in the Children's Act and that is the age adopted in the CIA.</p> <p>In response, the Department indicated that the challenge with the Eastern Cape PICC has been the membership to the PICC as the PICC there comprises of Members of the Executive Council's and in other Provinces that is not the case. However, from the discussions that the Department has been having with the Eastern Cape, they have realised the difficulty of the model they are using and they have indicated that they want to change that to ensure that they have a much more agile PICC that will be able to do its work.</p>

Date of the meeting	Subject	Matters raised by the Portfolio Committee	Response to address the matter/actions by the Department
25 October 2022	Consideration of the Traditional Affairs General Amendment Bill (TAGAB) (Technical Amendments)	There were no key resolutions taken, but the Committee sought clarity about the provision for attendance and participation of traditional leaders in municipalities, that is, in Municipal Councils and how the Bill would impact the Municipal Systems Act.	In response, the Department highlighted that, the code of conduct which applies to members of Municipal councils, which was contained in the Municipal Systems Act, has now been moved to the Municipal Structures Act. The code applies to all those who participate in the Council, and it will also apply to traditional leaders and therefore reference to traditional leaders will be included in the amendment. However, the main issue in the Traditional Affairs General Amendment Bill is to ensure that there are correct references to the Municipal Structures Act.
21 February 2023	Engagement with Eastern Cape Cogta; Eastern Cape Provincial House of Traditional and Khoi-San Leaders (ECPHTKL); National Initiation Oversight Committee (NIOC) and the Eastern Cape Provincial Initiation Coordinating Committee (PICC) on the outcome of the 2022 summer initiation season	The Committee requested the Eastern Cape PICC for an updated/final report on the 2022 summer initiation as the one that was presented was a preliminary one.	No matters/issues were raised that needed the attention of the National Department of Traditional Affairs.
28 February 2023	Engagement on 2022/23 3rd quarter performance by: •Department of Cooperative Governance; •MISA; and •Department of Traditional Affairs	There were no key resolutions taken.	Not applicable

8. SCOPA RESOLUTIONS

The Department did not appear before SCOPA during the period under review.

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
N/A	N/A	N/A	N/A	N/A

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter

10. INTERNAL CONTROL UNIT

The current organisational structure of the Department does not cater for Internal control unit. The functions of internal control are performed across various programmes as part of combined assurance.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

The Internal Audit unit supported the Accounting Officer to ensure that the Department maintained an effective, efficient and transparent system of financial and risk management and internal control as required by section 38 of the PFMA. This was done through the provision of assurance (audits) and advisory (participation in governance structures) services.

The Internal Audit unit conducted the following audits in line with its approved audit plan:

- Quarterly review of performance information against the approved APP;
- Review of Interim and Annual Financial Statements;
- Quarterly review of the Integrated Governance Management Plan (Internal Audit and AGSA findings);
- Quarterly review of Compliance with Departmental Legislation;
- Review of Risk Management process;
- Review of Expenditure Management;
- Follow-up review on Leave Management;
- Review alignment of TKLA and CIA implementation plans with Legislation;
- Review Initiation Practices in line with section 19 of the Customary Initiation Act;
- Review processes relating to the functionality of PHTKL and LHTKL;
- Consulting review on development of APP plans for 2023/24;
- IT General Controls review; and
- Assisted AGSA with regulatory audit (Assets, Leave and Employee verification).

Internal audit performed all the audits as per the approved Internal Audit plan for 2022/23 financial year. The Internal Audit activity also reported quarterly to the Audit Committee on its performance against the approved audit plan. Furthermore, it assisted the Department to co-ordinate information in managing key risks through combined assurance.

The primary purpose of the Audit Committee is to play an oversight role in assisting the Department to maintain an effective, efficient and transparent system of financial, risk management, governance, and internal control. The Audit Committee is also expected to obtain reasonable assurance from management that the Department is carrying out its responsibilities relating to:

- Financial management and other reporting practices;
- Internal controls and management of risks;
- Compliance with laws, regulations and ethics;
- Safeguarding of assets; and
- Information Technology management and risks surrounding it.

Furthermore, the Audit Committee has the responsibility to ensure that the independence of the Internal Audit Unit is enhanced and they are functioning effectively through reviewing the scope, performance and results of audits undertaken. In addition, the Audit Committee is expected to review the plan and results of the work performed by the Auditor General to ensure that it covers critical risk areas, and that unsolved accounting and auditing problems are resolved.

The Audit Committee met quarterly during the reported financial period as required by their approved charter. The table below discloses relevant information on the committee members:

The table below discloses relevant information on the audit committee members:

Name	Qualifications	Internal or external	If internal, position in the department	Date appointed	Date Resigned	No. of Meetings attended
Mr T Boltman	B-Tech: Internal Audit Post Graduate Diploma: Certified Internal Auditing Professional Designations: Certified Internal Auditor Certified Government Auditing Professional Certification in Control Self Assessment	External	n/a	1 July 2020	n/a	6
Ms NP Lubanga	Postgraduate Diploma: General management Postgraduate Diploma: Internal Auditing Executive Development Program (EDP) BCOMM: Internal Auditing National Diploma in Internal Auditing Master of Business Administration (MBA)	External	n/a	1 July 2020	n/a	6
Ms NNJ Sizani	B COMM: Accounting B COMPT HONS/CTA (Certificate in Theory of Accounting) Post Graduate Diploma in Management Senior Secondary Teachers Diploma Professional Designations: Associate General Accountant(AGA) SA Certified Director (Cert.Dir.)	External	n/a	1 July 2020	n/a	6

12. AUDIT COMMITTEE REPORT

The Audit Committee (“the Committee”) is established as an independent statutory committee in terms of the PFMA. The committee functions within approved terms of reference and complies with relevant legislation, regulation and governance codes.

The Committee submits this report for the year ended 31 March 2023, as required by the Treasury Regulations 3.1.13 and in terms of section 76(4)(d) of the PFMA.

1. AUDIT COMMITTEE MEMBERS AND ATTENDANCE:

The Committee comprises of three (3) Independent Members and is chaired by Mr. Trevor Boltman.

The Committee is required to meet at least four times per annum as per its approved terms of reference. Six (6) meetings were held for the financial year ended 31 March 2023.

Name	Qualifications	Internal or external	If internal, position in the department	Date appointed	Date Resigned	No. of Meetings attended
Mr T Boltman (Chairperson)	B-Tech: Internal Audit Post Graduate Diploma: Certified Internal Auditing Professional Designations: Certified Internal Auditor Certified Government Auditing Professional Certification in Control Self Assessment	External	n/a	1 July 2020	n/a	6
Ms NP Lubanga	Postgraduate Diploma: General Management Postgraduate Diploma: Internal Auditing Executive Development Program (EDP) BCOMM: Internal Auditing National Diploma in Internal Auditing	External	n/a	1 July 2020	n/a	6
Ms NNJ Sizani	B COMM: Accounting B COMPT HONS/CTA (Certificate in Theory of Accounting) Post Graduate Diploma in Management Senior Secondary Teachers Diploma Professional Designations: Associate General Accountant (AGA) SA Certified Director (Cert. Dir.)	External	n/a	1 July 2020	n/a	6

2. AUDIT COMMITTEE RESPONSIBILITY

The Audit Committee is satisfied that it has complied with its responsibilities as outlined in Section 38(1) (a) of the PFMA and Treasury Regulation 3.1.3.

The Audit Committee also reports that it has adopted and reviewed formal terms of reference as its Audit Committee Charter and has discharged all its responsibilities as contained therein. DTA also implemented the Integrated Governance Management Plan with regards to all findings raised through external audit and progress on the implementation of these recommendations are monitored by the Audit Committee on a quarterly basis.

3. THE EFFECTIVENESS OF INTERNAL CONTROL

The PFMA requires the Accounting Officer to ensure that the entity has and maintains effective, efficient and transparent systems of financial, risk management and internal control, whilst it's the Committee's role to review the effectiveness of internal controls and oversee risk management. Reviews on the effectiveness of the internal controls were conducted and they covered financial, operational, compliance and risk assessment.

In line with the PFMA, Internal Audit provides the Audit Committee and management with assurance that the internal controls are appropriate and effective. This is achieved by evaluating internal controls to determine their effectiveness and efficiency, and by developing recommendations for enhancement or improvement. Our review of the findings of the Internal Audit work, which was based on the risk assessments conducted in the Department, revealed certain weaknesses, which were then raised with the management of the Department. Through our analysis of the audit reports and engagement with the Department we can report that there were areas identified for improvement in the system of internal controls.

4. RISK MANAGEMENT

The Strategic Risk Assessment for 2022/23 has been conducted and the Risk Assessment report including the risk register approved by the Accounting Officer. The risk register was used to direct internal audit efforts and priority. Progress on Branch Risk registers are being communicated to various programmes during quarterly review meetings to ensure that risks are being monitored on a regular basis.

DTA has a functional Risk Management Committee, which is chaired by an external member. Members were formally appointed by the Accounting Officer and do comply with the approved terms of reference. The Risk Management Committee meet on a quarterly basis to evaluate and monitor risks identified and advise for improvements. In strengthening the process of monitoring risks and improving governance, DTA have appointed Risk Champions for each programme to assist the Risk owners in monitoring the implementation of mitigation (action) plans within various programmes. Risk Management reports are also discussed at management meetings to ensure that timeous mitigation of risks was implemented to improve organisational performance.

The Committee is responsible for the oversight of risk management. Based on the quarterly reviews performed, it can be concluded that the department's risk management processes are adequate and effective, albeit that some areas for improvement had been identified.

5. EFFECTIVENESS OF INTERNAL AUDIT

Internal Audit Unit is responsible for reviewing and providing assurance regarding the adequacy of the internal control environment across all the significant areas of the Department and its operations.

The Committee is responsible for ensuring that the Department's internal audit function is independent and has the necessary resources, skills, standing and authority within the entity to enable it to discharge its responsibilities effectively. The Internal Auditors have unrestricted access to the Committee.

The Committee reviews and approves the Internal Audit Plan annually. Internal Audit's activities are measured against the approved internal audit plan and the Chief Audit Executive tables progress reports in this regard to the Committee.

The Committee is satisfied with the performance of the Internal Audit activity for the year under review. Internal Audit also reported independently regarding the progress by management in implementing the Integrated Governance Management Plan to secure remedial actions. An approved three-year risk based strategic plan and an annual operation plan were successfully implemented by Internal Audit.

In the year under review, the Internal Audit Unit developed and implemented a risk based strategic and operational audit coverage plan that encompassed the following areas:

No.	Auditable Area	Opinion by Internal Audit
1	Review of Performance Management Information (Quarterly and Annually)	Adequate
2	Review of Interim and Annual Financial statements	Adequate
3	Quarterly Review of Integrated Governance Management plan (IGMP)	Adequate
4	Quarterly compliance review with Legislation	Adequate
5	Expenditure Management	Inadequate
6	Functionality of Houses of Traditional and Khoisan leadership	Adequate
7	ICT General controls review on transversal systems (BAS, Persal and Logis systems)	Adequate
8	Risk Management processes	Inadequate
9	Follow-up Leave Management	Inadequate
10	Process of ensuring safe customary initiation practices	Adequate
11	Consulting audit on Review of Strategic Planning and Annual Performance Development for 2023/24.	N/A
	No audit opinion expressed due to the nature of the audit (consulting audit)	N/A
12	Review alignment between Traditional and Khoi-San Leadership Act, 2019 (TKLA) and Cultural Initiation Act, 2021 (CIA) implementation plans with Legislation	Adequate

The audit opinion for the abovementioned audits performed are based on the following criteria:

Opinion	Description
Adequate	Controls in place provide reasonable assurance that the organization's risks have been managed effectively and that the organization's goals and objectives will be achieved efficiently and economically.
Needs Improvement	Controls in place provide some assurance that the organization's risks have been managed however considerable improvement is needed to effectively manage the risk and ensuring that goals and objectives are achieved efficiently and economically.
Not Adequate	Controls in place do not provide reasonable assurance that the organization's risks have been managed effectively and that the organization's goals and objectives will be achieved efficiently and economically.

The overall opinion on the control environment, is determined based on the audit results for the period under review and is depicted as follows:

No	Area	Opinion
1.	Governance	Adequate
		Internal Audit participated in all the governance structures of the Department for the period under review. Meetings were held regularly to review Departmental performance regarding predetermined objectives and spending against the allocated budget.
2.	Risk Management	Needs improvement
		The Internal Audit did perform a risk management review and identified areas requiring improvement. The shortcomings are being addressed by the Risk Officer and is monitored quarterly through the IGMP of the Department.

No	Area	Opinion
3.	Controls	Needs improvement
		The above opinion was determined by the ratings given to the areas audited during the period under review.
4.	Internal Financial Controls (IFC's)	Adequate
		Internal Financial Controls were tested during Internal Audit's review of quarterly Interim and annual Financial Statements and through monitoring the progress of findings in the Integrated Governance Management Plan (IGMP).

Management developed an action plan to improve the internal control deficiencies reported by Internal Audit. The AC will monitor the implementation of the action plan throughout the course of the year.

6. QUALITY OF MANAGEMENT AND MONTHLY / QUARTERLY REPORTS SUBMITTED IN TERMS OF THE ACT AND THE DIVISION OF REVENUE ACT

The Department presented and reviewed the financial management and performance (predetermined objectives) reports at its Quarterly Review Meetings. These reports were also discussed at the Audit Committee meetings and issues were raised with the Department.

The Department has reported to the National Treasury as required by the PFMA and the Department of Monitoring and Evaluation on a quarterly basis.

7. EVALUATION OF FINANCIAL STATEMENTS

The Committee reviewed the draft Annual Financial Statements of the Department and is satisfied that it complies with GRAP Standards and that the accounting policies used are appropriate. The Annual Financial Statements were reviewed with the following focus:

- Significant financial reporting judgements and estimates contained therein;
- Clarity and completeness of disclosure and whether disclosures made have been set properly in context;
- Changes in the Accounting Policies and Practices;
- Significant adjustments resulting from the Audit;
- Compliance with accounting standards and legal requirements;
- Explanation for the accounting treatment adopted;
- Reasons for year-on-year fluctuations; and
- Asset valuations and revaluations.

The review of the Draft Annual Financial Statements and Draft Annual Report for the 2022/2023 Financial Year was done at the Committee's meeting held on 24 May 2023.

8. AUDITOR GENERAL SOUTH AFRICA

The Committee, in consultation with the Accounting Officer, agreed to the terms of the Auditor General South Africa's engagement letter, audit strategy and audit fees in respect of the 2022/2023 financial year. The Committee also had in-committee meetings with the Auditor General of South Africa.

The Committee also monitored the implementation of the action plan to address matters arising from the Management Report issued by the Auditor-General South Africa in respect of the 2021/2022 Financial Year and concluded that this plan is adequate as all matters have been adequately resolved.

The Audit Committee concurs and accepts the conclusions of the Auditor General South Africa on the Annual Financial Statements and is of the opinion that the audited annual financial statements be accepted and read together with the audit report of the Auditor General South Africa.

9. GENERAL

The Audit Committee strongly recommends that the Department continues to prioritize the implementation and frequent monitoring of the audit action plans for both internal and external audit in order to maintain the required effectiveness in governance, accountability and maintain a clean administration of the Department.

10. CONCLUSION

The Audit Committee wishes to extend its appreciation to the Executive Authority, Accounting Officer and Management, Internal Auditors and the Auditor General South Africa for their tireless efforts, commitment and support throughout the year.

We also commend and congratulate the Department with its 7th successive clean (unqualified with no findings) audit opinion expressed by the Auditor General South Africa.

Signed on behalf of the Audit Committee by:



Chairperson of the Audit Committee
Department of Traditional Affairs

31 July 2023

13. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

The following table has been completed in accordance with the compliance to the BBBEE requirements of the BBBEE Act of 2013 and as determined by the Department of Trade, Industry and Competition.

Has the Department / Public Entity applied any relevant Code of Good Practice (B-BBEE Certificate Levels 1 – 8) with regards to the following:		
Criteria	Response Yes / No	Discussion <i>(include a discussion on your response and indicate what measures have been taken to comply)</i>
Determining qualification criteria for the issuing of licences, concessions or other authorisations in respect of economic activity in terms of any law?	N/A	The Department does not issue licences, concessions or other authorisations in respect of economic activity in terms of any law.
Developing and implementing a preferential procurement policy?	Yes	The Department has developed and implemented Supply Chain Management Policy which is aligned to all applicable legislations including Preferential Procurement Policy Framework Act. This includes the application of 80/20 and 90/10 preferential point system for all procurement contracts above R30,000
Determining qualification criteria for the sale of state-owned enterprises?	N/A	The Department did not have any sale of state-owned enterprises.
Developing criteria for entering into partnerships with the private sector?	N/A	The Department did not enter into any Private Partnership during the period under review.
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	N/A	The Department did not have any award or incentives, grants and investment scheme in support of BBBEE

HUMAN RESOURCE MANAGEMENT



PART

1. INTRODUCTION

The information contained in this part of the annual report has been prescribed by the Minister for the Public Service and Administration for all departments in the public service.

2. OVERVIEW OF HUMAN RESOURCES

The human resources play a vital role in the achievement of the departmental goals. In a bid to achieve its objectives, the department developed an HR Plan for the capacitation of critical areas. The human resource priorities and achievement for the year under review includes the following:

- Reduction of vacancy rate to 10% or below to ensure adequate human resource capacity to achieve departmental goals and objectives. The department reduced its vacancy rate to 6.1%.
- Develop a workplace skills plan with 60% of training interventions implemented to improve organisation performance.
- 100% submission of financial disclosures by designated employees to mitigate against conflict of interest.
- The department achieved its target for appointment of women at SMS level with the status at 50% of women appointed at SMS level.

Workforce is planned in line with the departmental strategic objectives and available budget on compensation of employees. Positions are prioritised in terms of their importance and advertised nationally on the public service vacancy circular and national media to attract a large of pool of suitable candidates. Performance of employees is monitored through signing a performance agreement. All employees were required to sign a performance agreement by 31 May 2022 or within three (3) months of appointment in line with Regulation 72(2) of Public Service Regulation, 2016. 81.25% of employees complied with the directive. Employee health and wellness risk assessment screening sessions including HIV and Aids counselling and testing were conducted quarterly to inform and educate employees on potential health risks. 71% of employees participated in the wellness screening sessions.

Achievements for the reporting includes the following:

- The department exceeded the 2% target for appointment of persons with disabilities as set out by Cabinet and achieved 3%. This was achieved through targeted recruitment processes.
- Furthermore, the department achieved its target for appointment of women at SMS level with the current status at 50% of women appointed at SMS level. 100% of the vacant and funded SMS positions are filled.
- 29% of women appointed in decision making positions.
- 100% of designated employees disclosed their financial interest for the reporting period.

The following remains a challenge:

- Misalignment between the organisational structure and the Department's broader mandate and strategy which has an impact on service delivery. Appointment of persons additional to the establishment has a negative impact on institutional memory loss in cases where an employee's contract terminates. The department is in the process of reviewing the current organisational structure to align it to the strategic plan and mandate of the department.
- Youth comprise 14% of the staff compliment with 7% graduating from the youth category.

The Department has in place the Employment Equity Policy, Employment Equity Plan and Disability Management Strategy.

3. HUMAN RESOURCES OVERSIGHT STATISTICS

3.1 Personnel related expenditure

The following tables summarises the final audited personnel related expenditure by programme and by salary bands. In particular, it provides an indication of the following:

- amount spent on personnel
- amount spent on salaries, overtime, homeowner's allowances and medical aid.

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2022 and 31 March 2023

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Administration	57 259	37 016	378	228	64.6	740
Research, Policy & legislation	23 573	19 896	0	0	84.4	865
Institutional Support & coordination	89 046	29 298	0	0	32.9	425
Total	169 878	86 210	378	228	50.7	806

Table 3.1.2 Personnel costs by salary band for the period 1 April 2022 and 31 March 2023

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Lower skilled (Levels 1-2)	0	0	0	0
Skilled (level 3-5)	853	0.98	3	284
Highly skilled production (levels 6-8)	11 084	12.8	26	426
Highly skilled supervision (levels 9-12)	21 403	24.8	27	793
Senior and Top management (levels 13-16)	41 671	48.3	30	1 389
Contract (Levels 1-2)	162	0.18	1	162
Contract (Levels 3-5)	2 016	2.33	8	252
Contract (Levels 6-8)	1 366	1.58	2	683
Contract (Levels 9-12)	3 875	4.49	6	646
Contract (Other Occupations)	3 780	4.38	4	995
Total	86 210	99.8	107	806

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2022 and 31 March 2023

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Administration	44 583	86.9	194	0.4	474	0.9	916	1.8
Research, Policy & legislation	20 579	81.6	0	0	812	3.2	311	1.2
Institutional Support & coordination	11 411	71.	0	0	219	1.4	345	2.2
Total	76 573	82.8	194	0.2	1 506	1.6	1 572	1.7

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2022 and 31 March 2023

Salary band	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Skilled (level 1-2)	0	0	0	0	0	0	0	0
Skilled (level 3-5)	674	77.1	12	1.4	46	5.3	46	5.3
Highly skilled production (levels 6-8)	8 584	75.1	86	0.8	478	4.2	792	6.9
Highly skilled supervision (levels 9-12)	18 611	83.8	96	0.4	244	1.1	492	2.2
Senior management (level 13-16)	37 383	84.9	0	0	736	1.7	241	0.5
Contract (Levels 1-2)	161	98.2	0	0	0	0	0	0
Contract (Levels 3-5)	2 015	98.4	0	0	0	0	0	0
Contract (Levels 6-8)	1 349	98	0	0	0	0	0	0
Contract (Levels 9-12)	3 817	96.7	0	0	0	0	0	0
Contract Other	3 978	98.9	0	0	0	0	0	0
Periodical Remuneration	0	0	0	0	0	0	0	0
Total	76 572	82.8	194	0.2	1 506	1.6	1 572	1.7

3.2 Employment and Vacancies

The tables in this section summarise the position with regard to employment and vacancies. The following tables summarise the number of posts on the establishment, the number of employees, the vacancy rate, and staff additional to the establishment.

Table 3.2.1 Employment and vacancies by programme as on 31 March 2023

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administration	51	48	2.6	11
Research, Policy & legislation	25	23	1.7	8
Institutional Support & coordination	38	36	1.7	3
Total	114	107	6.1	22

Table 3.2.2 Employment and vacancies by salary band as on 31 March 2023

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Lower skilled (1-2)	0	0	0	0
Skilled (3-5)	4	3	0.8	0
Highly skilled production (6-8)	27	26	0.8	0
Highly skilled supervision (9-12)	27	25	1.75	0
Senior management (13-16)	28	28	0	0
Contract (Levels 1-2), Permanent	1	1	0	1
Contract (Levels 3-5), Permanent	9	8	0.8	8
Contract (Levels 6-8), Permanent	3	3	0	3
Contract (Levels 9-12), Permanent	8	6	1.75	6
Other Occupations, Permanent	7	7	0	4
Total	114	107	6.1	22

Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2023

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
ADMINISTRATIVE RELATED, Permanent	30	28	6.7	7
FINANCIAL AND RELATED PROFESSIONALS, Permanent	3	2	33.3	0
FINANCIAL CLERKS AND CREDIT CONTROLLERS, Permanent	2	1	50	0
FOOD SERVICES AIDS AND WAITERS, Permanent	1	1	0	1
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS, Permanent	2	2	0	2
HUMAN RESOURCES RELATED, Permanent	3	3	0	0
LEGAL RELATED, Permanent	1	1	0	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
LOGISTICAL SUPPORT PERSONNEL, Permanent	3	3	0	0
MATERIAL-RECORDING AND TRANSPORT CLERKS, Permanent	1	1	0	0
MESSENGERS PORTERS AND DELIVERERS, Permanent	1	1	0	0
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS, Permanent	3	1	33.3	2
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS, Permanent	1	1	0	0
OTHER OCCUPATIONS, Permanent	7	7	0	4
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS, Permanent	24	23	4.2	3
SENIOR MANAGERS, Permanent	28	28	0	0
Total	114	107	6.1	22

3.3 Filling of SMS Posts

The tables in this section provide information on employment and vacancies as it relates to members of the Senior Management Service by salary level. It also provides information on advertising and filling of SMS posts, reasons for not complying with prescribed timeframes and disciplinary steps taken.

Table 3.3.1 SMS post information as on 31 March 2023

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	1	3.1%	0	0
Salary Level 15	2	2	6.25%	0	0
Salary Level 14	9	9	28.1%	0	0
Salary Level 13	20	20	63%	0	0
Total	32	32	100%	0	0

Table 3.3.2 SMS post information as on 30 September 2022

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	1	3.1%	0	0
Salary Level 15	2	2	6.25%	0	0
Salary Level 14	9	9	28.1%	0	0
Salary Level 13	20	20	63%	0	0
Total	32	32	100%	0	0

Table 3.3.3 Advertising and filling of SMS posts for the period 1 April 2022 and 31 March 2023

SMS Level	Advertising	Filling of Posts	
	Number of vacancies per level advertised in 6 months of becoming vacant	Number of vacancies per level filled in 6 months of becoming vacant	Number of vacancies per level not filled in 6 months but filled in 12 months
Director-General/ Head of Department	N/A	N/A	N/A
Salary Level 15	N/A	N/A	N/A
Salary Level 14	N/A	N/A	N/A
Salary Level 13	N/A	N/A	N/A
Total			

Table 3.3.4 Reasons for not having complied with the filling of funded vacant SMS - Advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2022 and 31 March 2023

Reasons for vacancies not advertised within six months
N/A

Reasons for vacancies not filled within twelve months
N/A

Table 3.3.5 Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months for the period 1 April 2022 and 31 March 2023

Reasons for vacancies not advertised within six months
N/A

Reasons for vacancies not filled within six months
N/A

3.4 Job Evaluation

The following table summarises the number of jobs that were evaluated during the year under review. The table also provides statistics on the number of posts that were upgraded or downgraded.

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 2022 and 31 March 2023

Salary band	Number of posts on approved establishment	Number of Jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Lower Skilled (Levels 1-2)	0	0	0	0	0	0	0
Skilled (Levels 3-5)	4	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	27	0	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	27	5	18.5	0	0	0	0
Senior Management Service Band A	18	0	0	0	0	0	0
Senior Management Service Band B	7	0	0	0	0	0	0
Senior Management Service Band C	2	0	0	0	0	0	0
Senior Management Service Band D	1	0	0	0	0	0	0
Contract (Levels 1-2)	1	0	0	0	0	0	0
Contract (Levels 3-5)	9	0	0	0	0	0	0
Contract (Levels 6-8)	3	0	0	0	0	0	0
Contract (Levels 9-12)	8	0	0	0	0	0	0
Other Occupations	7	0	0	0	0	0	0
Total	114	5	4.4	0	0	0	0

The following table provides a summary of the number of employees whose positions were upgraded due to their post being upgraded.

Table 3.4.2 Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2022 and 31 March 2023

Gender	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0

Employees with a disability

0

The following table summarises the number of cases where remuneration bands exceeded the grade determined by job evaluation. Reasons for the deviation are provided in each case.

Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2022 and 31 March 2023

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
ADMINISTRATIVE RELATED, Permanent	2	5	6	Post downgraded
SENIOR MANAGERS, Permanent	1	13	14	Transfer from another department.
Total number of employees whose salaries exceeded the level determined by job evaluation				3
Percentage of total employed				2.8%

The following table summarises the beneficiaries of the above in terms of race, gender, and disability.

Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2022 and 31 March 2023

Gender	African	Asian	Coloured	White	Total
Female	1	0	0	0	1
Male	2	0	0	0	2
Total	3	0	0	0	3

Employees with a disability	0	0	0	0	0
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3.5 Employment Changes

This section provides information on changes in employment over the financial year. Turnover rates provide an indication of trends in the employment profile of the department. The following tables provide a summary of turnover rates by salary band and critical occupations.

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2022 and 31 March 2023

Salary band	Number of employees at beginning of period-1 April 2022	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
02 Skilled (Levels 3-5) Permanent	4	2	1	25
03 Highly Skilled Production (Levels 6-8) Permanent	27	0	1	3.7
04 Highly Skilled Supervision (Levels 9-12) Permanent	26	4	3	11.5
05 Senior Management Service Band A Permanent	18	0	1	5.6
06 Senior Management Service Band B Permanent	8	0	0	0
07 Senior Management Service Band C Permanent	2	0	0	0

Salary band	Number of employees at beginning of period-1 April 2022	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
08 Senior Management Service Band D Permanent	2	1	0	0
10 Contract (Levels 1-2) Permanent	1	0	0	0
11 Contract (Levels 3-5) Permanent	5	13	10	200
12 Contract (Levels 6-8) Permanent	8	7	8	100
13 Contract (Levels 9-12) Permanent	5	4	3	60
09 Other Occupations, Permanent	4	0	0	0
Total	110	31	27	24.5

Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2022 and 31 March 2023

Critical occupation	Number of employees at beginning of period-April 2022	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
ADMINISTRATIVE RELATED Permanent	28	7	7	25
FINANCIAL AND RELATED PROFESSIONALS Permanent	3	0	0	0
FINANCIAL CLERKS AND CREDIT CONTROLLERS Permanent	2	1	0	0
FOOD SERVICES AIDS AND WAITERS Permanent	1	0	0	0
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS Permanent	2	0	0	0
HUMAN RESOURCES RELATED Permanent	4	0	0	0
LEGAL RELATED Permanent	1	0	0	0
LIGHT VEHICLE DRIVERS Permanent	5	5	6	120
LOGISTICAL SUPPORT PERSONNEL Permanent	3	0	0	0
MESSENGERS PORTERS AND DELIVERERS Permanent	0	1	0	0
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS Permanent	0	1	0	0
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS Permanent	1	0	0	0
OTHER OCCUPATIONS Permanent	7	2	1	14.3

Critical occupation	Number of employees at beginning of period-April 2022	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS Permanent	30	14	13	43.3
SENIOR MANAGERS Permanent	23	0	0	0
TOTAL	110	31	27	24.5

The table below identifies the major reasons why staff left the department.

Table 3.5.3 Reasons why staff left the department for the period 1 April 2022 and 31 March 2023

Termination Type	Number	% of Total Resignations
Death	1	4%
Resignation	2	7%
Expiry of contract	21	78%
Dismissal – operational changes	0	0
Dismissal – misconduct	0	0
Dismissal – inefficiency	0	0
Discharged due to ill-health	0	0
Retirement	1	4%
Transfer to other Public Service Departments	2	7%
Other		
Total	27	100
Total number of employees who left as a % of total employment		25.2%

Table 3.5.4 Promotions by critical occupation for the period 1 April 2022 and 31 March 2023

Occupation	Employees 1 April 2022	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
ADMINISTRATIVE RELATED	27	2	7.4	14	51.8
FINANCIAL AND RELATED PROFESSIONALS	2	0	0	2	100
FINANCIAL CLERKS AND CREDIT CONTROLLERS	2	0	0	0	0
FOOD SERVICES AIDS AND WAITERS	1	0	0	0	0
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS	2	0	0	0	0
HUMAN RESOURCES RELATED	3	0	0	1	33.3
LEGAL RELATED	1	0	0	0	0
LIGHT VEHICLE DRIVERS	5	0	0	1	20
LOGISTICAL SUPPORT PERSONNEL	3	0	0	1	33.3

Occupation	Employees 1 April 2022	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
MATERIAL-RECORDING AND TRANSPORT CLERKS	0	1	0	0	0
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS	1	0	0	1	100
OTHER OCCUPATIONS	7	0	0	0	0
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS	30	0	0	19	63.3
SENIOR MANAGERS	26	0	0	15	57.6
TOTAL	110	3	2.7	54	49.1

Table 3.5.5 Promotions by salary band for the period 1 April 2022 and 31 March 2023

Salary Band	Employees 1 April 2022	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
Lower skilled (Levels 1-2)	0	0	0	0	0
Skilled (Levels3-5)	4	0	0	1	25
Highly skilled production (Levels 6-8)	27	0	0	22	81.5
Highly skilled supervision (Levels 9-12)	26	3	11.5	15	57.7
Senior Management (Level 13-16)	30	0	0	16	53.3
Contract (Levels 1-2), Permanent	1	0	0	0	0
Contract (Levels 3-5), Permanent	5	0	0	0	0
Contract (Levels 6-8), Permanent	8	0	0	0	0
Contract (Levels 9-12), Permanent	5	0	0	0	0
Other, Permanent	4	0	0	0	0
Total	110	3	2.7	54	49.1

3.6 Employment Equity

Table 3.6.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2023

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	12	2	0	2	12	1	3	0	32
Professionals	4	0	0	0	2	0	0	0	6
Technicians and associate professionals	12	1	0	1	15	1	0	0	30
Clerks	6	0	0	0	23	0	0	0	29
Service and sales workers	0	0	0	0	2	0	0	0	2
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	4	0	0	0	0	0	0	0	4
Elementary occupations	3	0	0	0	1	0	0	0	4
Total	41	3	0	3	55	2	3	0	107
Employees with disabilities	1	0	0	0	1	1	0	0	3

Table 3.6.2 Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	3	0	0	0	2	0	0	0	5
Senior Management	11	0	0	2	11	0	3	0	27
Professionally qualified and experienced specialists and mid-management	15	0	0	1	9	0	0	0	25
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	6	0	0	0	20	0	0	0	26

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Semi-skilled and discretionary decision making	1	0	0	0	2	0	0	0	3
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Contract (Professionally Qualified), Permanent	1	1	0	0	3	1	0	0	6
Contract (Skilled Technical), Permanent	0	0	0	0	2	0	0	0	2
Contract (Semi-Skilled), Permanent	4	0	0	0	4	0	0	0	8
Contract (Unskilled), Permanent	0	0	0	0	1	0	0	0	1
Contract (Other Occupations)	0	2	0	0	1	1	0	0	4
Total	41	3	0	3	55	2	3	0	107

Table 3.6.3 Recruitment for the period 1 April 2022 to 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	0	0	0	0	1
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	2	0	0	0	2	0	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	1	0	0	0	1	0	0	0	2
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
10 Contract (Professionally qualified), Permanent	1	0	0	0	2	1	0	0	4

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
11 Contract (Skilled technical), Permanent	2	0	0	0	5	0	0	0	7
12 Contract (Semi-skilled), Permanent	7	0	0	0	5	1	0	0	13
Total	14	0	0	0	15	2	0	0	31
Employees with disabilities	0	0	0	0	1	0	0	0	1

Table 3.6.4 Promotions for the period 1 April 2022 to 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	1	0	0	0	2
Senior Management	4	0	0	2	7	0	2	0	15
Professionally qualified and experienced specialists and mid-management	10	0	0	1	7	0	0	0	18
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	6	0	0	0	16	0	0	0	22
Semi-skilled and discretionary decision making	0	0	0	0	1	0	0	0	1
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	21	0	0	3	32	0	2	0	58
Employees with disabilities	1	0	0	0	0	0	0	0	1

Table 3.6.5 Terminations for the period 1 April 2022 to 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	1	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	0	3	0	0	0	3

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	0	0	0	0	1	0	0	0	1
Semi-skilled and discretionary decision making	1	0	0	0	0	0	0	0	1
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
10 Contract (Professionally qualified), Permanent	1	0	0	0	2	0	0	0	3
11 Contract (Skilled technical), Permanent	3	0	0	0	5	0	0	0	8
12 Contract (Semi-skilled), Permanent	6	0	0	0	3	1	0	0	10
Total	11	0	0	0	15	1	0	0	27
Employees with Disabilities	0	0	0	0	1	0	0	0	1

Table 3.6.6 Disciplinary action for the period 1 April 2022 to 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Written warning	3	0	0	0	4	0	0	0	7

Table 3.6.7 Skills development for the period 1 April 2022 to 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	1	0	0	2	3	0	1	0	7
Professionals	5	1	0	0	5	0	0	0	11
Technicians and associate professionals	5	0	0	0	5	0	0	0	10
Clerks	0	0	0	0	13	1	0	0	14
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Plant and machine operators and assemblers	2	0	0	0	0	0	0	0	2
Elementary occupations	0	0	0	0	1	0	0	0	1
Total	13	1	0	2	27	1	1	0	45
Employees with disabilities	1	0	0	0	0	0	0	0	1

3.7 Signing of Performance Agreements by SMS Members

All members of the SMS must conclude and sign performance agreements within specific timeframes. Information regarding the signing of performance agreements by SMS members, the reasons for not complying within the prescribed timeframes and disciplinary steps taken is presented here.

Table 3.7.1 Signing of Performance Agreements by SMS members as on 31 May 2022

SMS Level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General/ Head of Department	1	1	1	3.8%
Salary Level 15	2	2	2	7.7%
Salary Level 14	7	7	7	27%
Salary Level 13	16	16	12	46.1%
Total	26	26	22	84.6%

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 March 2023

Reasons
N/A

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 March 2023

Reasons
No action was taken against SMS for not signing performance agreements by 31 May 2022.

3.8 Performance Rewards

To encourage good performance, the department has granted the following performance rewards during the year under review. The information is presented in terms of race, gender, disability, salary bands and critical occupations (see definition in notes below).

Table 3.8.1 Performance Rewards by race, gender and disability for the period 1 April 2022 to 31 March 2023

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					
Male	1	41	2.4%	50	50
Female	2	54	3.7%	103	51
Asian					
Male	0	0	0%	0	0
Female	0	3	0%	0	0
Coloured					
Male	0	3	0%	0	0
Female	0	1	0%	0	0
White					
Male	0	3	0%	0	0
Female	0	0	0%		
Total	3	105	2.9%	153	51

Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2022 to 31 March 2023

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	0	0	0	0	0	0
Skilled (level 3-5)	0	3	0	0	0	0
Highly skilled production (level 6-8)	0	26	0	0	0	0
Highly skilled supervision (level 9-12)	0	27	0	0	0	0
Other	0	4	0	0	0	0
Contract (Levels 1-2)	0	1	0	0	0	0
Contract (Levels 3-5)	0	8	0	0	0	0
Contract (Levels 6-8)	0	2	0	0	0	0
Contract (Levels 9-12)	0	6	0	0	0	0
Total	0	77	0	0	0	0

Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2022 to 31 March 2023

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
FINANCIAL CLERKS AND CREDIT CONTROLLERS	0	1	0	0	0
MESSENGERS PORTERS AND DELIVERERS	0	1	0	0	0
LOGISTICAL SUPPORT PERSONNEL	0	3	0	0	0
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS	0	1	0	0	0
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS	0	2	0	0	0
OTHER OCCUPATIONS	0	4	0	0	0
LEGAL RELATED	0	1	0	0	0
FINANCIAL AND RELATED PROFESSIONALS	0	2	0	0	0
ADMINISTRATIVE RELATED	0	26	0	0	0
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS	0	26	0	0	0
HUMAN RESOURCES RELATED	0	3	0	0	0
MATERIAL-RECORDING AND TRANSPORT CLERKS	0	1	0	0	0
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS	0	1	0	0	0
SENIOR MANAGERS	3	30	10	153	51
LIGHT VEHICLE DRIVERS	0	4	0	0	0
FOOD SERVICES AIDS AND WAITERS	0	1	0	0	0
TOTAL	3	107	2.8	153	51

Table 3.8.4 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2022 to 31 March 2023

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee (R'000)	
Band A	2	18	11.1	103	52	0.4
Band B	1	7	14.3	50	50	0.4
Band C	0	2	0	0	0	0
Band D	0	3	0	0	0	0
Total	3	30	10	153	51	0.3

NOTE: The performance related reward (cash bonus) payment to the three (3) officials was for the 2020/21 performance cycle performance outcomes.

3.9 Foreign Workers

The tables below summarise the employment of foreign nationals in the department in terms of salary band and major occupation.

Table 3.9.1 Foreign workers by salary band for the period 1 April 2022 and 31 March 2023

Salary band	01 April 2022		31 March 2023		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	0	0	0	0	0	0
Highly skilled production (Lev. 6-8)	0	0	0	0	0	0
Highly skilled supervision (Lev. 9-12)	0	0	0	0	0	0
Contract (level 9-12)	0	0	0	0	0	0
Contract (level 13-16)	0	0	0	0	0	0
Total	0	0	0	0	0	0

Table 3.9.2 Foreign workers by major occupation for the period 1 April 2022 and 31 March 2023

Major occupation	01 April 2022		31 March 2023		Change	
	Number	% of total	Number	% of total	Number	% Change
N/A	N/A	0	N/A	0	0	0

3.10 Leave utilisation

The Public Service Commission identified the need for careful monitoring of sick leave within the public service. The following tables provide an indication of the use of sick leave and disability leave. In both cases, the estimated cost of the leave is also provided.

Table 3.10.1 Sick leave for the period 1 January 2022 to 31 December 2022

Salary band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Lower Skills (Level 1-2)	0	0	0	0	0	0
Skilled (levels 3-5)	5	0	2	2.2	3	5
Highly skilled production (levels 6-8)	249	77.5	26	28.6	10	344
Highly skilled supervision (levels 9 -12)	210	85.7	26	28.6	8	564
Top and Senior management (levels 13-16)	229	87.3	23	25.3	10	1 111
Contract (Levels 3-5)	18	88.9	4	4.4	5	15
Contract (Levels 6-8)	17	94.1	4	4.4	4	23
Contract (Levels 9-12)	29	86.2	5	5.5	6	78
Contract Other	6	100	1	1.1	6	32
Total	763	83.4	91	100	8	2 172

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2022 to 31 December 2022

Salary band	Total days	% Days with Medical certification	Number of Employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated Cost (R'000)
Lower skilled (Levels 1-2)	0	0	0	0	0	0
Skilled (Levels 3-5)	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	0	0	0	0	0	0
Senior management (Levels 13-16)	152	100	1	100	152	699
Total	152	100	1	100	152	699

The table below summarises the utilisation of annual leave. The wage agreement concluded with trade unions in the PSCBC in 2000 requires management of annual leave to prevent high levels of accrued leave being paid at the time of termination of service.

Table 3.10.3 Annual Leave for the period 1 January 2022 to 31 December 2022

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Lower skilled (Levels 1-2)	0	0	0
Skilled Levels 3-5)	62	16	4
Highly skilled production (Levels 6-8)	791	29	27
Highly skilled supervision(Levels 9-12)	710	25	28
Senior management (Levels 13-16)	794	28	28
Contract (Levels 1-2)	16	16	1
Contract (Levels 3-5)	83	10	8
Contract (Levels 6-8)	27	4	7
Contract (Levels 9-12)	87	17	5
Contract Other	32	11	3
Total	2 602	23	111

Table 3.10.4 Capped leave for the period 1 January 2022 to 31 December 2022

Salary band	Total days of capped leave taken	Number of Employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 2023
Lower skilled (Levels 1-2)	0	0	0	0
Skilled Levels 3-5)	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	42.07
Highly skilled supervision(Levels 9-12)	0	0	0	261.85
Senior management (Levels 13-16)	0	0	0	286.59
Total	0	0	0	590.51

The following table summarise payments made to employees as a result of leave that was not taken.

Table 3.10.5 Leave payouts for the period 1 April 2022 and 31 March 2023

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2021/22 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payouts on termination of service for 2022/23	0	0	0
Current leave payout on termination of service for 2022/23	90	3	30
Total	90	3	30

3.11 HIV/AIDS & Health Promotion Programmes

Table 3.11.1 Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
N/A	Conduct quarterly employee wellness screening including HIV & Aids counselling and testing

Table 3.11.2 Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	x		Ms Lorato Motlhala Director: Human Resource Management
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	x		Human Resource Management Directorate is responsible for the promotion of health and well-being of employees. The department does not have a budget allocated for health and well-being of employees.
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/ services of this Programme.	x		Voluntary health and wellness screening for the following: <ul style="list-style-type: none"> • Body cholesterol levels • Blood Pressure (BP) testing • Blood Glucose level • HIV & Aid Counselling & Testing The department provided reasonable accommodation affected to employees during the COVID-19 lockdown.
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	x		The Department had established an Employee Wellness Committee with representative from various Chief Directorate, however the committee is not effective.
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	x		The Department's Employment Equity policy articulates issues on fair labour practices.

Question	Yes	No	Details, if yes
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	x		The Department has a policy in place that provides for non-discrimination of persons affected and infected by HIV.
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	x		The Department collaborates with GEMS and NGO's by providing on site health screening and voluntary HIV testing.
8. Has the department developed measures/ indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	x		Utilisation of health and wellness services: <ul style="list-style-type: none"> • Number of employees attending wellness events • Sick leave utilisation

3.12 Labour Relations

Table 3.12.1 Collective agreements for the period 1 April 2022 and 31 March 2023

Total number of Collective agreements	None
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The following table summarises the outcome of disciplinary hearings conducted within the department for the year under review.

Table 3.12.2 Misconduct and disciplinary hearings finalised for the period 1 April 2022 and 31 March 2023

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	0	0
Verbal warning	0	0
Written warning	7	100%
Final written warning	0	0
Suspended without pay	0	0
Fine	0	0
Demotion	0	0
Dismissal	0	0
Not guilty	0	0
Case withdrawn	0	0
Total	7	100%

Total number of Disciplinary hearings finalised	None
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Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2022 and 31 March 2023

Total number of Disciplinary hearings finalised	None
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Table 3.12.4 Grievances logged for the period 1 April 2022 and 31 March 2023

Grievances	Number	% of Total
Number of grievances resolved	3	75%
Number of grievances not resolved	1	25%
Total number of grievances lodged	4	100%

Table 3.12.5 Disputes logged with Councils for the period 1 April 2022 and 31 March 2023

Disputes	Number	% of Total
Number of disputes upheld	0	0
Number of disputes dismissed	3	100%
Total number of disputes lodged	3	100%

Table 3.12.6 Strike actions for the period 1 April 2022 and 31 March 2023

Total number of persons working days lost	1
Total costs working days lost	R634.24
Amount recovered as a result of no work no pay (R'000)	R634.24

Table 3.12.7 Precautionary suspensions for the period 1 April 2022 and 31 March 2023

Number of people suspended	0
Number of people who's suspension exceeded 30 days	0
Average number of days suspended	0
Cost of suspension(R'000)	N/A

3.13 Skills development

This section highlights the efforts of the department with regard to skills development.

Table 3.13.1 Training needs identified for the period 1 April 2022 and 31 March 2023

Occupational category	Gender	Number of employees as at 1 April 2022	Training needs identified at start of the reporting period			
			Learner-ships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	16	0	6	0	6
	Male	16	0	3	1	4
Professionals	Female	9	0	5	0	5
	Male	12	0	6	0	6
Technicians and associate professionals	Female	15	0	8	0	8
	Male	5	0	6	0	6
Clerks	Female	18	0	11	0	11
	Male	10	0	8	0	8
Service and sales workers	Female	2	0	0	0	0
	Male	0	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	4	0	1	0	1
Elementary occupations	Female	3	0	1	0	1
	Male	0	0	0	0	0
Sub Total	Female	60	0	31	0	31
	Male	50	0	24	1	25
Total		110	0	55	1	56

Table 3.13.2 Training provided for the period 1 April 2022 and 31 March 2023

Occupational category	Gender	Number of employees as at 1 April 2022	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	16	0	6	0	6
	Male	16	0	2	1	3
Professionals	Female	9	0	5	0	5
	Male	12	0	6	0	6
Technicians and associate professionals	Female	15	0	8	0	8
	Male	5	0	6	0	6
Clerks	Female	18	0	11	0	11
	Male	10	0	8	0	8
Service and sales workers	Female	2	0	0	0	0
	Male	0	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	4	0	1	0	1
Elementary occupations	Female	3	0	1	0	1
	Male	0	0	0	0	0
Sub Total	Female	60	0	31	0	31
	Male	50	0	23	1	24
Total		110	0	44	1	45

3.14 Injury on duty

The following tables provide basic information on injury on duty.

Table 3.14.1 Injury on duty for the period 1 April 2022 and 31 March 2023

Nature of injury on duty	Number	% of total
Required basic medical attention only	0	0
Temporary Total Disablement	0	0
Permanent Disablement	0	0
Fatal	0	0
Total	0	0

3.15 Utilisation of Consultants

The following tables relates information on the utilisation of consultants in the department. In terms of the Public Service Regulations “consultant” means a natural or juristic person or a partnership who or which provides in terms of a specific contract on an ad hoc basis any of the following professional services to a department against remuneration received from any source:

- The rendering of expert advice;
- The drafting of proposals for the execution of specific tasks; and
- The execution of a specific task which is of a technical or intellectual nature, but excludes an employee of a department.

Table 3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2022 and 31 March 2023

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
IT General Control review	6	72	R227 651.00
Total contract value in Rand	Total individual consultants	Total duration Work days	Total contract value in Rand
1	6	72	R227 651.00

Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2022 and 31 March 2023

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
IT General Control review	53.46%	12.48%	4

Table 3.15.3 Report on consultant appointments using Donor funds for the period 1 April 2022 and 31 March 2023

Project title	Total Number of consultants that worked on project	Duration (Work days)	Donor and contract value in Rand
N/A	N/A	-	-
Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
N/A	N/A	-	-

Table 3.15.4 Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2022 and 31 March 2023

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
N/A	N/A	N/A	N/A

3.16 Severance Packages

Table 3.16.1 Granting of employee initiated severance packages for the period 1 April 2022 and 31 March 2023

Salary band	Number of applications received	Number of applications referred to the MPSA	Number of applications supported by MPSA	Number of packages approved by department
Lower skilled (Levels 1-2)	0	0	0	0
Skilled Levels 3-5)	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0
Highly skilled supervision (Levels 9-12)	0	0	0	0
Senior management (Levels 13-16)	0	0	0	0
Total	0	0	0	0



PFMA COMPLIANCE REPORT

PART

1. IRREGULAR, FRUITLESS AND WASTEFUL, UNAUTHORISED EXPENDITURE AND MATERIAL LOSSES

1.1. Irregular expenditure

a) Reconciliation of irregular expenditure

Description	2022/2023	2021/2022
	R'000	R'000
Opening balance	0	0
Add: Irregular expenditure confirmed	0	0
Less: Irregular expenditure condoned	0	0
Less: Irregular expenditure not condoned and removed	0	0
Less: Irregular expenditure recoverable	0	0
Less: Irregular expenditure not recovered and written off	0	0
Closing balance	0	0

Reconciling notes

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure that was under assessment in 2021/22	0	0
Irregular expenditure that relates to 2021/22 and identified in 2022/23	0	0
Irregular expenditure for the current year	0	0
Total	0	0

b) Details of current and previous year irregular expenditure (under assessment, determination, and investigation)

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure under assessment	0	0
Irregular expenditure under determination	0	0
Irregular expenditure under investigation	0	0
Total	0	0

c) Details of current and previous year irregular expenditure condoned.

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure condoned	0	0
Total	0	0

d) Details of current and previous year irregular expenditure removed - (not condoned)

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure NOT condoned and removed	0	0
Total	0	0

e) Details of current and previous year irregular expenditure recovered.

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure recovered	0	0
Total	0	0

f) Details of current and previous year irregular expenditure written off (irrecoverable)

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure written off	0	0
Total	0	0

1.2. Fruitless and wasteful expenditure**a) Reconciliation of fruitless and wasteful expenditure**

Description	2022/2023	2021/2022
	R'000	R'000
Opening balance	0	0
Add: Fruitless and wasteful expenditure confirmed	0	0
Less: Fruitless and wasteful expenditure written off	0	0
Less: Fruitless and wasteful expenditure recoverable	0	0
Closing balance	0	0

Reconciling notes

Description	2022/2023	2021/2022
	R'000	R'000
Fruitless and wasteful expenditure that was under assessment in 2021/22	0	0
Fruitless and wasteful expenditure that relates to 2021/22 and identified in 2022/23	0	0
Fruitless and wasteful expenditure for the current year	0	0
Total	0	0

b) Details of current and previous year fruitless and wasteful expenditure (under assessment, determination, and investigation)

Description	2022/2023	2021/2022
	R'000	R'000
Fruitless and wasteful expenditure under assessment	262	0
Fruitless and wasteful expenditure under determination	0	0
Fruitless and wasteful expenditure under investigation	0	0
Total	262	0

The disclosed amount relates to interest paid to GPAA. The amount is still under assessment

c) Details of current and previous year fruitless and wasteful expenditure recovered.

Description	2022/2023	2021/2022
	R'000	R'000
Fruitless and wasteful expenditure recovered	0	0
Total	0	0

1.3. Unauthorised expenditure

a) Reconciliation of unauthorised expenditure

Description	2022/2023	2021/2022
	R'000	R'000
Opening balance	2 252	2 252
Add: unauthorised expenditure confirmed	0	0
Less: unauthorised expenditure approved with funding	0	0
Less: unauthorised expenditure approved without funding	0	0
Less: unauthorised expenditure recoverable	0	0
Less: unauthorised not recovered and written off	0	0
Closing balance	2 252	2 252

This relates to unauthorised expenditure incurred by the department during 2014/15 financial year. The amount was reported both to National Treasury and Parliament. The department is awaiting SCOPA resolution on the matter.

Reconciling notes

Description	2022/2023	2021/2022
	R'000	R'000
Unauthorised expenditure that was under assessment in 2021/22	2 252	2 252
Unauthorised expenditure that relates to 2021/22 and identified in 2022/23	0	0
Unauthorised expenditure for the current year	0	0
Total	2 252	2 252

b) Details of current and previous year unauthorised expenditure (under assessment, determination, and investigation)

Description	2022/2023	2021/2022
	R'000	R'000
Unauthorised expenditure under assessment	2 252	2 252
Unauthorised expenditure under determination	0	0
Unauthorised expenditure under investigation	0	0
Total	2 252	2 252

1.4. Additional disclosure relating to material losses in terms of PFMA Section 40(3)(b)(i) &(iii)

a) Details of current and previous year material losses through criminal conduct.

Material losses through criminal conduct	2022/2023	2021/2022
	R'000	R'000
Theft	0	0
Other material losses	0	0
Less: Recovered	0	0
Less: Not recovered and written off	0	0
Total	0	0

b) *Other material losses written off.*

Nature of losses	2022/2023	2021/2022
	R'000	R'000
(Group major categories, but list material items)	0	0
	0	0
	0	0
Total	0	0

2. LATE AND/OR NON-PAYMENT OF SUPPLIERS

Description	Number of invoices	Consolidated Value
		R'000
Valid invoices received	0	0
Invoices paid within 30 days or agreed period	0	0
Invoices paid after 30 days or agreed period	0	0
Invoices older than 30 days or agreed period (unpaid and without dispute)	0	0
Invoices older than 30 days or agreed period (unpaid and in dispute)	0	0

The department paid all valid invoices within 30 days of receipt.

3. SUPPLY CHAIN MANAGEMENT

3.1. Procurement by other means

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract R'000
N/A	N/A	N/A	N/A	N/A
Total				

3.2. Contract variations and expansions

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
				R'000	R'000	R'000
N/A	N/A	N/A	N/A	0	0	0
Total						

FINANCIAL INFORMATION



PART

REPORT OF THE AUDITOR-GENERAL TO PARLIAMENT ON VOTE NO.15: DEPARTMENT OF TRADITIONAL AFFAIRS

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Department of Traditional Affairs set out on pages 119 to 147, which comprise the appropriation statement, statement of financial position as at 31 March 2023, statement of financial performance, statement of changes in net assets, and cash flow statement for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Department of Traditional Affairs as at 31 March 2023, and its financial performance and cash flows for the year then ended in accordance with the Modified Cash Standards (MCS) prescribed by National Treasury and the requirements of the Public Finance Management Act 1 of 1999(PFMA).

Context of opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.
4. I am independent of the departments in accordance with the International Ethics Standards Board for Accountants' International code of ethics for professional accountants (including International Independence Standards) (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other matters

6. I draw attention to the matters below. My opinion is not modified in respect of these matters

Unaudited supplementary schedules

7. The supplementary schedules information set out on pages xx to xx does not form part of the financial statements and is presented as additional information. I have not audited these schedules and, accordingly, I do not express an opinion on them.

National Treasury Instruction Note No. 4 of 2022-23: PFMA Compliance and Reporting Framework

8. On 23 December 2022 National Treasury issued Instruction Note No. 4: PFMA Compliance and Reporting Framework of 2022-23 in terms of section 76(1)(b), (e) and (f), 2(e) and (4)(a) and (c) of the PFMA, which came into effect on 3 January 2023. The PFMA Compliance and Reporting Framework also addresses the disclosure of unauthorised expenditure, irregular expenditure and fruitless and wasteful expenditure. Among the effects of this framework is that irregular, fruitless, and wasteful expenditure incurred in previous financial years and not addressed is no longer disclosed in the disclosure notes of the annual financial statements, only the current year and prior year figures are disclosed in note 20 of the financial statements. The movements in respect of irregular expenditure and fruitless and wasteful expenditure are no longer disclosed in the

notes to the annual financial statements of the Department of Traditional Affairs. The disclosure of these movements (e.g. condoned, recoverable, removed, written off, under assessment, under determination and under investigation) are now required to be included as part of other information in the annual report of the Department of Traditional Affairs.

9. I do not express an opinion on the disclosure of irregular expenditure and fruitless and wasteful expenditure in the annual report.

Responsibilities of the accounting officer for the financial statements

10. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the MCS and the requirements of the PFMA; and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
11. In preparing the financial statements, the accounting officer is responsible for assessing the department's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the department or to cease operations or has no realistic alternative but to do so.

Responsibilities of the auditor-general for the audit of the financial statements

12. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error; and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
13. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report.

Report on the audit of the annual performance report

14. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance against predetermined objectives for selected programmes presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report
15. I selected the following programmes presented in the annual performance report for the year ended 31 March 2023 for auditing. I selected programmes that measures the department's performance on its primary mandated functions and that are of significant national, community or public interest.

Programme	Page numbers	Purpose
Programme 2: Research, Policy, and Legislation	41 to 46	To develop, review, implement and monitor implementation of and compliance with traditional affairs policies and legislation. Furthermore, the programme's purpose is to conduct research, establish systems for managing information on traditional and Khoi-San leaders, institutions and legislation implementation. The programme is also responsible for providing support in respect of the processing of traditional and Khoi-San leadership disputes and claims, and administrative and secretariat support to the Commission on Khoi-San Matters and National Initiation Oversight Committee.

Programme	Page numbers	Purpose
Programme 3: Institutional support and coordination	47 to 53	To promote institutional development and capacity building for the institution of traditional leadership and facilitate partnerships between the institution of traditional leadership and all spheres of government, civil society and private sector.

16. I evaluated the reported performance information for the selected programmes against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the department's planning and delivery on its mandate and objectives.
17. I performed procedures to test whether:
- the indicators used for planning and reporting on performance can be linked directly to the department's mandate and the achievement of its planned objectives
 - the indicators are well defined and verifiable to ensure that they are easy to understand and apply consistently and that I can confirm the methods and processes to be used for measuring achievements
 - the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated
 - the indicators and targets reported on in the annual performance report are the same as what was committed to in the approved initial or revised planning documents
 - the reported performance information is presented in the annual performance report in the prescribed manner
 - there are adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets.
18. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion.
19. I did not identify any material findings on the reported performance information of the selected programmes.

Other matters

20. I draw attention to the matters below.

Achievement of planned targets

21. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- and underachievement's.

Report on compliance with legislation

22. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting officer is responsible for the department's compliance with legislation.

23. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.
24. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the department, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.
25. I did not identify any material non-compliance with the selected legislative requirements.

Other information in the annual report

26. The accounting officer is responsible for the other information included in the annual report. The other information referred to does not include the financial statements, the auditor's report and those selected programmes presented in the annual performance report that have been specifically reported on in this auditor's report.
27. My opinion on the financial statements, the report on the audit of the annual performance report and the report on compliance with legislation, do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.
28. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected programmes presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
29. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this information, if I conclude that there is material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

Internal control deficiencies

30. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
31. I did not identify any significant deficiencies in internal control.

Auditor-General

Pretoria
31 July 2023



AUDITOR - GENERAL
SOUTH AFRICA

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Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
for the year ended 31 March 2023

Appropriation per programme

Programme	2022/23		2021/22		Variance	Expenditure as % of final budget	Final Budget	Actual Expenditure	Final Budget	Actual Expenditure
	Approved Budget	Shifting of Funds	Virement	Final Budget						
	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000	R'000
1. Administration	59 765	-	800	60 565	59 456	98.2%	56 711	56 711	47 645	
2. Research, Policy, and Legislation	28 691	-	(800)	27 891	25 781	92.4%	22 363	22 363	20 298	
3. Institutional Support and Coordination	91 687	-	-	91 687	89 215	97.3%	93 616	93 616	86 714	
Subtotal	180 143	-	-	180 143	174 452	96.8%	172 690	172 690	154 657	
	2022/23		2021/22							
TOTAL (brought forward)	Final Budget	Actual Expenditure	Final Budget	Actual Expenditure			Final Budget	Actual Expenditure		
	R'000	R'000	R'000	R'000			R'000	R'000		
	180 143	174 452	172 690	154 657			172 690	154 657		
Reconciliation with statement of financial performance										
ADD										
Departmental receipts										
NRF Receipts	51									
Actual amounts per statement of financial performance (total revenue)	180 194									
Actual amounts per statement of financial performance (total expenditure)	174 452									
									154 657	

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
 for the year ended 31 March 2023

Appropriation per economic classification	2022/23										2021/22		
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual expenditure	Final Budget	Actual expenditure		
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000	R'000		
Economic classification													
Current payments	131 313	-	(2 565)	128 748	123 819	4 929	96.2%	123 296	106 360	123 296	106 360		
Compensation of employees	89 673	-	-	89 673	86 209	3 464	96.1%	84 269	81 747	84 269	81 747		
Salaries and Wages	81 508	(677)	(6)	80 825	78 197	2 628	96.7%	72 564	70 771	72 564	70 771		
Social Contributions	8 165	677	6	8 848	8 012	836	90.6%	11 705	10 976	11 705	10 976		
Goods and services	41 640	-	(2 565)	39 075	37 610	1 465	96.3%	39 027	24 613	39 027	24 613		
Administrative fees	1 174	323	(67)	1 430	1 348	82	94.3%	1 300	713	1 300	713		
Advertising	708	(565)	(72)	71	71	-	100.0%	97	39	97	39		
Minor assets	125	(35)	(5)	85	85	-	100.0%	648	249	648	249		
Audit costs: External	2 500	103	-	2 603	2 603	-	100.0%	2 590	2 591	2 590	2 591		
Bursaries: Employees	344	(244)	(100)	-	-	-	-	35	-	35	-		
Catering: Departmental activities	2 132	(1 503)	-	629	532	97	84.6%	1 105	450	1 105	450		
Communication (G&S)	2 138	(907)	(12)	1 219	1 144	75	93.8%	1 612	1 205	1 612	1 205		
Computer services	273	2	-	275	275	-	100.0%	286	228	286	228		
Consultants: Business and advisory services	5 594	(3 072)	(753)	1 769	1 769	-	100.0%	5 165	4 356	5 165	4 356		
Laboratory services	50	(50)	-	-	-	-	-	2	2	2	2		
Legal services	4 000	3 181	(700)	6 481	6 481	-	100.0%	4 748	1 843	4 748	1 843		
Contractors	-	10	-	10	10	-	100.0%	93	86	93	86		
Fleet services (including government motor transport)	300	373	-	673	668	5	99.3%	893	411	893	411		
Consumable supplies	312	(174)	(2)	136	79	57	58.1%	353	145	353	145		
Consumable: Stationery, printing, and office supplies	1 055	(537)	-	518	375	143	72.4%	1 517	805	1 517	805		

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APPROPRIATION STATEMENT
for the year ended 31 March 2023

Operating leases	657	(184)	-	473	471	2	99.6%	394	245
Property payments	1 708	754	-	2 462	2 462	-	100.0%	689	689
Travel and subsistence	15 754	4 103	(516)	19 341	18 545	796	95.9%	15 734	9 982
Training and development	865	(192)	(300)	373	373	-	100.0%	470	218
Operating payments	837	(453)	(38)	346	273	73	78.9%	450	356
Venues and facilities	1 114	(933)	-	181	46	135	25.4%	846	-
Transfers and subsidies	46 830	-	165	46 995	46 986	9	100.0%	46 209	46 205
Provinces and municipalities	10	-	-	10	9	1	90.0%	10	7
Municipal bank accounts	10	-	-	10	9	1	90.0%	10	7
Departmental agencies and accounts	46 820	-	-	46 820	46 819	1	100.0%	46 034	46 033
Departmental agencies and accounts	46 820	-	-	46 820	46 819	1	100.0%	46 034	46 033
Households	-	-	165	165	158	7	95.8%	165	165
Social benefits	-	-	165	165	158	7	95.8%	165	165
Payments for capital assets	2 000	-	2 400	4 400	3 647	753	82.9%	3 012	1 922
Machinery and equipment	2 000	-	2 400	4 400	3 647	753	82.9%	3 012	1 922
Transport equipment	-	-	2 400	2 400	2 367	33	98.6%	-	-
Other machinery and equipment	2 000	-	-	2 000	1 280	720	64.0%	3 012	1 922
Payments for financial assets	-	-	-	-	-	-	-	173	170
Total	180 143	-	-	180 143	174 452	5 691	96.8%	172 690	154 657

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
 for the year ended 31 March 2023

	2022/23										2021/22			
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure	Final Budget	Actual expenditure			
												R'000	R'000	R'000
Programme 1: Administration														
Sub programme														
1. Ministry	10 874	1 231	321	12 426	12 424	2	100.0%	11 018	9 346					
2. Management of Trad. Affairs	14 666	(348)	(721)	13 597	13 514	83	99.4%	14 518	13 157					
3. Corporate Services	29 505	(153)	1 200	30 552	29 537	1 015	96.7%	27 237	21 350					
4. Internal Audit	4 720	(730)	-	3 990	3 981	9	99.8%	3 938	3 792					
Total for sub programmes	59 765	-	800	60 565	59 456	1 109	98.2%	56 711	47 645					
Economic classification														
Current payments														
Compensation of employees	57 753	-	(1 653)	56 100	55 747	353	99.4%	53 581	45 612					
Salaries and Wages	36 867	-	400	37 267	37 015	252	99.3%	35 822	34 188					
Social Contributions	33 373	(260)	394	33 507	33 294	213	99.4%	32 101	30 801					
Goods and services	3 494	260	6	3 760	3 721	39	99.0%	3 721	3 387					
Administrative fees	20 886	-	(2 053)	18 833	18 732	101	99.5%	17 759	11 424					
Advertising	621	(46)	(62)	513	513	-	100.0%	526	286					
Minor assets	628	(557)	-	71	71	-	100.0%	97	39					
Audit costs: External	125	(65)	-	60	60	-	100.0%	324	215					
Bursaries: Employees	2 500	103	-	2 603	2 603	-	100.0%	2 590	2 591					
Catering: Departmental activities	344	(244)	(100)	-	-	-	-	35	-					
Communication (G&S)	127	(94)	-	33	33	-	100.0%	253	144					
Computer services	1 259	(717)	-	542	531	11	98.0%	913	689					
Consultants: Business and advisory services	273	2	-	275	275	-	100.0%	286	228					
Laboratory services	1 652	(710)	(353)	589	589	-	100.0%	490	439					
	50	(50)	-	-	-	-	-	2	2					

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
for the year ended 31 March 2023

Legal services	4 000	969	(700)	4 269	4 269	-	100.0%	4 748	1 843
Contractors	-	10	-	10	10	-	100.0%	21	20
Fleet services (including government motor transport)	300	370	-	670	665	5	99.3%	605	411
Consumable supplies	187	(108)	-	79	79	-	100.0%	280	125
Consumable: Stationery, printing, and office supplies	346	(135)	-	211	208	3	98.6%	410	278
Operating leases	657	(184)	-	473	471	2	99.6%	394	245
Property payments	1 708	754	-	2 462	2 462	-	100.0%	689	689
Travel and subsistence	4 447	1 465	(500)	5 412	5 336	76	98.6%	4 476	2 821
Training and development	865	(192)	(300)	373	373	-	100.0%	366	218
Operating payments	627	(401)	(38)	188	184	4	97.9%	231	141
Venues and facilities	170	(170)	-	-	-	-	-	23	-
Rental and hiring	-	-	-	-	-	-	-	-	-
Transfers and subsidies	12	-	53	65	62	3	95.4%	86	82
Provinces and municipalities	10	-	-	10	9	1	90.0%	10	7
Municipal bank accounts	10	-	-	10	9	1	90.0%	10	7
Departmental agencies and accounts	2	-	-	2	1	1	50.0%	2	1
Departmental agencies and accounts	2	-	-	2	1	1	50.0%	2	1
Households	-	-	53	53	52	1	98.1%	74	74
Social benefits	-	-	53	53	52	1	98.1%	74	74
Payments for capital assets	2 000	-	2 400	4 400	3 647	753	82.9%	3 012	1 922
Machinery and equipment	2 000	-	2 400	4 400	3 647	753	82.9%	3 012	1 922
Transport equipment	-	-	2 400	2 400	2 367	33	98.6%	-	-
Other machinery and equipment	2 000	-	-	2 000	1 280	720	64.0%	3 012	1 922
Payments for financial assets	-	-	-	-	-	-	-	32	29
Total	59 765	-	800	60 565	59 456	1 109	98.2%	56 711	47 645

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
for the year ended 31 March 2023

	2022/23						2021/22		
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
Economic Classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	10 874	1 231	321	12 426	12 424	2	100.0%	11 002	9 330
Compensation of employees	7 730	-	321	8 051	8 049	2	100.0%	8 378	7 171
Goods and services	3 144	1 231	-	4 375	4 375	-	100.0%	2 624	2 159
Transfers and subsidies	-	-	-	-	-	-	-	4	4
Households	-	-	-	-	-	-	-	4	4
Payments for financial assets	-	-	-	-	-	-	-	12	12
Total	10 874	1 231	321	12 426	12 424	2	100.0%	11 018	9 346

1.2: Management of Traditional Affairs

	2022/23						2021/22		
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
Economic Classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	14 666	(348)	(721)	13 597	13 514	83	99.4%	14 461	13 100
Compensation of employees	11 008	859	79	11 946	11 946	-	100.0%	11 508	11 418
Goods and services	3 658	(1 207)	(800)	1 651	1 568	83	95.0%	2 953	1 682
Transfers and subsidies	-	-	-	-	-	-	-	57	57
Households	-	-	-	-	-	-	-	57	57
Payments for financial assets	-	-	-	-	-	-	-	-	-
Total	14 666	(348)	(721)	13 597	13 514	83	99.4%	14 518	13 157

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
for the year ended 31 March 2023

	2022/23						2021/22		
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1.3: Corporate Services									
Economic Classification									
Current payments	27 493	(153)	(1 253)	26 087	25 828	259	99.0%	24 180	19 390
Compensation of employees	14 847	(797)	-	14 050	13 800	250	98.2%	12 652	12 315
Goods and services	12 646	644	(1 253)	12 037	12 028	9	99.9%	11 528	7 075
Transfers and subsidies	12	-	53	65	62	3	95.4%	25	21
Provinces and municipalities	10	-	-	10	9	1	90.0%	10	7
Departmental agencies and accounts	2	-	-	2	1	1	50.0%	2	1
Households	-	-	53	53	52	1	98.1%	13	13
Payments for capital assets	2 000	-	2 400	4 400	3 647	753	82.9%	3 012	3 012
Payments for financial assets	-	-	-	-	-	-	-	20	17
Total	29 505	(153)	1 200	30 552	29 537	1 015	96.7%	27 237	21 350
1.4: Internal Audit									
Economic Classification									
Current payments	4 720	(730)	-	3 990	3 981	9	99.8%	3 938	3 792
Compensation of employees	3 282	(62)	-	3 220	3 220	-	100.0%	3 284	3 284
Goods and services	1 438	(668)	-	770	761	9	98.8%	654	508
Total	4 720	(730)	-	3 990	3 981	9	99.8%	3 938	3 792

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
for the year ended 31 March 2023

	2022/23										2021/22	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual expenditure			
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000	R'000	
Programme 2: Research, Policy, and Legislation												
Sub programme												
1. Management	13 150	724	(400)	13 474	13 364	110	99.2%	7 337	6 424			
2. Policy and Legislation	6 899	(95)	(400)	6 404	4 765	1 639	74.4%	5 543	5 033			
3. Research and Info Management	8 642	(829)	-	8 013	7 652	361	95.5%	9 483	8 841			
Total	28 691	-	(800)	27 891	25 781	2 110	92.4%	22 363	20 298			
Economic classification												
Current payments	28 691	-	(840)	27 851	25 746	2 105	92.4%	22 361	20 296			
Compensation of employees	22 154	-	(400)	21 754	19 896	1 858	91.5%	15 309	15 092			
Salaries and Wages	20 646	(194)	(400)	20 052	18 466	1 586	92.1%	14 092	13 906			
Social Contributions	1 508	194	-	1 702	1 430	272	84.0%	1 217	1 186			
Goods and services	6 537	-	(440)	6 097	5 850	247	95.9%	7 052	5 204			
Administrative fees	104	85	(5)	184	174	10	94.6%	129	93			
Minor assets	-	30	(5)	25	25	-	100.0%	256	32			
Catering: Departmental activities	345	(41)	-	304	257	47	84.5%	160	135			
Communication (G&S)	357	(75)	(12)	270	259	11	95.9%	269	184			
Consultants: Business and advisory services	856	(282)	(400)	174	174	-	100.0%	3 364	2 606			
Legal services	-	2 212	-	2 212	2 212	-	100.0%	-	-			
Contractors	-	-	-	-	-	-	-	67	66			
Consumable supplies	15	(6)	(2)	7	-	7	-	34	17			
Consumable: Stationery, printing, and office supplies	421	(265)	-	156	126	30	80.8%	627	478			
Travel and subsistence	3 895	(1 149)	(16)	2 730	2 612	118	95.7%	1 942	1 553			
Training and development	-	-	-	-	-	-	-	9	-			

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
for the year ended 31 March 2023

Operating payments	-	20	-	20	11	9	55.0%	44	40
Venues and facilities	544	(529)	-	15	-	15	-	151	-
Transfers and subsidies	-	-	40	40	35	5	87.5%	-	-
Households	-	-	40	40	35	5	87.5%	-	-
Social benefits	-	-	40	40	35	5	87.5%	-	-
Payments for financial assets	-	-	-	-	-	-	-	2	2
Total	28 691	-	(800)	27 891	25 781	2 110	92.4%	22 363	20 298
2.1: Management									
2022/23									
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic Classification									
Current payments	13 150	724	(419)	13 455	13 350	105	99.2%	7 337	6 424
Compensation of employees	8 946	581	-	9 527	9 477	50	99.5%	4 416	4 416
Goods and services	4 204	143	(419)	3 928	3 873	55	98.6%	2 921	2 008
Transfers and subsidies	-	-	19	19	14	5	73.7	-	-
Households	-	-	19	19	14	5	73.7%	-	-
Payments for financial assets	-	-	19	19	14	5	73.7%	-	-
Total	13 150	724	(400)	13 474	13 364	110	99.2%	7 337	6 424

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
for the year ended 31 March 2023

	2022/23						2021/22		
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
2.2: Policy and Legislation									
Economic Classification									
Current payments	6 899	(95)	(400)	6 404	4 765	1 639	74.4%	5 543	5 033
Compensation of employees	6 366	(81)	(400)	5 885	4 321	1 564	73.4%	4 774	4 645
Goods and services	533	(14)	-	519	444	75	85.5%	769	388
Total	6 899	(95)	(400)	6 404	4 765	1 639	74.4%	5 543	5 033
2.3: Research and Info Management									
Economic Classification									
Current payments	8 642	(629)	(21)	7 992	7 631	361	95.5%	9 481	8 839
Compensation of employees	6 842	(500)	-	6 342	6 098	244	96.2%	6 119	6 031
Goods and services	1 800	(129)	(21)	1 650	1 533	117	92.9%	3 362	2 808
Transfers and subsidies	-	-	21	21	21	-	100.0%	-	-
Households	-	-	21	21	21	-	100.0%	-	-
Payments for financial assets	-	-	-	-	-	-	-	2	2
Total	8 642	(629)	-	8 013	7 652	361	95.5%	9 483	8 841

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
 for the year ended 31 March 2023

		2022/23					2021/22		
Sub programme	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Management	5 237	(644)	17	4 610	4 439	171	96.3%	8 783	7 419
2. Institutional Development and Capacity Building	7 949	25	-	7 974	7 650	324	95.9%	7 691	6 212
3. Intergovernmental Relations and Partnership	8 576	(182)	-	8 394	7 406	988	88.2%	8 572	7 266
4. National House of Traditional Leaders	23 107	801	(17)	23 891	22 902	989	95.9%	22 538	19 785
5. Commission for the Promotion and Protection of the Rights of Culture, Religious and Linguistic	46 818	-	-	46 818	46 818	-	100.0%	46 032	46 032
Total for sub programmes	91 687	-	-	91 687	89 215	2 472	97.3%	93 616	86 714
Economic classification									
Current payments	44 869	-	(72)	44 797	42 326	2 471	94.5%	47 354	40 452
Compensation of employees	30 652	-	-	30 652	29 298	1 354	95.6%	33 138	32 467
Salaries and Wages	27 489	(223)	-	27 266	26 437	829	97.0%	26 371	26 064
Social Contributions	3 163	223	-	3 386	2 861	525	84.5%	6 767	6 403
Goods and services	14 217	-	(72)	14 145	13 028	1 117	92.1%	14 216	7 985
Administrative fees	449	284	-	733	661	72	90.2%	645	334
Advertising	80	(8)	(72)	-	-	-	-	-	-
Minor assets	-	-	-	-	-	-	-	68	2
Audit costs: External	-	-	-	-	-	-	-	-	-
Bursaries: Employees	-	-	-	-	-	-	-	-	-
Catering: Departmental activities	1 660	(1 368)	-	292	242	50	82.9%	692	171

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
for the year ended 31 March 2023

Communication (G&S)	522	(115)	-	407	354	53	87.0%	430	332
Computer services	-	-	-	-	-	-	-	-	-
Consultants: Business and advisory services	3 086	(2 080)	-	1 006	1 006	-	100.0%	1 311	1 311
Contractors	-	-	-	-	-	-	-	5	-
Fleet services (including government motor transport)	-	3	-	3	3	-	100.0%	288	-
Consumable supplies	110	(60)	-	50	-	50	-	39	3
Consumable: Stationery, printing, and office supplies	288	(137)	-	151	41	110	27.2%	480	49
Travel and subsistence	7 412	3 787	-	11 199	10 597	602	94.6%	9 316	5 608
Training and development	-	-	-	-	-	-	-	95	-
Operating payments	210	(72)	-	138	78	60	56.5%	175	175
Venues and facilities	400	(234)	-	166	46	120	27.7%	672	-
Transfers and subsidies	46 818	-	72	46 890	46 889	1	100.0%	46 123	46 123
Departmental agencies and accounts	46 818	-	-	46 818	46 818	-	100.0%	46 032	46 032
Departmental agencies and accounts	46 818	-	-	46 818	46 818	-	100.0%	46 032	46 032
Households	-	-	72	72	71	1	98.6%	91	91
Social benefits	-	-	72	72	71	1	98.6%	91	91
Payments for financial assets	-	-	-	-	-	-	-	139	139
Total	91 687	-	-	91 687	89 215	2 472	97.3%	93 616	86 714

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
for the year ended 31 March 2023

	2022/23					2021/22				
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	
3.3: Intergovernmental Relations and Partnership										
Economic Classification										
Current payments	8 576	(182)	-	8 394	7 406	988	88.2%	8 572	7 266	
Compensation of employees	7 129	(25)	-	7 104	6 639	465	93.5%	6 927	6 906	
Goods and services	1 447	(157)	-	1 290	767	523	59.5%	1 645	360	
Total	8 576	(182)	-	8 394	7 406	988	88.2%	8 572	7 266	
3.4: National House of Traditional Leaders										
Economic Classification										
Current payments	23 107	801	(72)	23 836	22 848	988	95.9%	22 356	19 603	
Compensation of employees	13 714	-	-	13 714	12 916	798	94.2%	13 013	12 593	
Goods and services	9 393	801	(72)	10 122	9 932	190	98.1%	9 343	7 010	
Transfers and subsidies	-	-	55	55	54	1	98.2%	87	87	
Households	-	-	55	55	54	1	98.2%	87	87	
Payments for financial assets	-	-	-	-	-	-	-	95	95	
Total	23 107	801	(17)	23 891	22 902	989	95.9%	22 538	19 785	

Department of Traditional Affairs | Vote: 15
APPROPRIATION STATEMENT
 for the year ended 31 March 2023

		2022/23				2021/22			
3.5: Commission for the Promotion and Protection of the Rights of Culture, Religious and Linguistic									
Economic Classification									
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transfers and subsidies	46 818	-	-	46 818	46 818	-	100.0%	46 032	46 032
Departmental agencies and accounts	46 818	-	-	46 818	46 818	-	100.0%	46 032	46 032
Total	46 818	-	-	46 818	46 818	-	100.0%	46 032	46 032

Department of Traditional Affairs | Vote: 15
NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2023

1. Detail of transfers and subsidies as per Appropriation Act (after Virement)

Detail of these transactions can be viewed in the note on Transfers and Subsidies, and Annexure 1A-H of the Annual Financial Statements.

2. Detail of specifically and exclusively appropriated amounts voted (after Virement)

Detail of these transactions can be viewed in the note on Annual Appropriation to the Annual Financial Statements.

3. Detail on payments for financial assets

Detail of these transactions can be viewed in the note on Payments for financial assets to the Annual Financial Statements.

4. Explanations of material variances from Amounts Voted (after Virement):

4.1 Per programme

Programme	Final Budget	Actual Expenditure	Variance	Variance as a % of Final Budget
	R'000	R'000	R'000	%
Administration	60 565	59 456	1 109	1.83%
Research, policy, and Legislation	27 891	25 781	2 110	7.57%
Institutional Support and Coordination	91 687	89 215	2 472	2.70%
Total	180 143	174 452	5 691	3.16%

4.2 Per economic classification

Economic classification	Final Budget	Actual Expenditure	Variance	Variance as a % of Final Budget
	R'000	R'000	R'000	%
Current payments	128 748	123 819	4 929	3.83%
Compensation of employees	89 673	86 209	3 464	3.86%
Goods and services	39 075	37 610	1 465	3.75%
Transfers and subsidies	46 995	46 986	9	0.02%
Provinces and municipalities	10	9	1	10.00%
Departmental agencies and accounts	46 820	46 819	1	0.00%
Households	165	158	7	4.24%
Payments for capital assets	4 400	3 647	753	17.11%
Machinery and equipment	4 400	3 647	753	17.11%
Total	180 143	174 452	5 691	3.16%

The under expenditure is mainly attributed to challenges experienced in the legal constitution of traditional councils which has affected the implementation of several activities. Furthermore, the department has been less successful in filling vacant funded positions due to natural attrition and retirement that took place in the last month of the financial year which led to the underspending on the item compensation of employees.

Department of Traditional Affairs | Vote: 15
STATEMENT OF FINANCIAL PERFORMANCE
for the year ended 31 March 2023

	Note	2022/23 R'000	2021/22 R'000
REVENUE			
Annual appropriation	1	180 143	172 690
Departmental revenue	2	51	106
TOTAL REVENUE		180 194	172 796
EXPENDITURE			
Current expenditure			
Compensation of employees	3	86 209	81 747
Goods and services	4	37 610	24 613
Total current expenditure		123 819	106 360
Transfers and subsidies			
Transfers and subsidies	5	46 986	46 204
Total transfers and subsidies		46 986	46 204
Expenditure for capital assets			
Tangible assets	6	3 647	1 922
Total expenditure for capital assets		3 647	1 922
Payments for financial assets	7	-	171
TOTAL EXPENDITURE		174 452	154 657
SURPLUS/(DEFICIT) FOR THE YEAR		5 742	18 139
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds		5 691	18 033
Annual appropriation		5 691	18 033
Departmental revenue and NRF receipts	12	51	106
SURPLUS/(DEFICIT) FOR THE YEAR		5 742	18 139

Department of Traditional Affairs | Vote: 15
STATEMENT OF FINANCIAL POSITION
for the year ended 31 March 2023

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
ASSETS			
Current assets			
Cash and cash equivalents	8	5 071	18 594
Prepayments and advances	9	-	36
Receivables	10	58	225
Non-current assets			
Receivables	10	594	485
TOTAL ASSETS		5 723	19 340
LIABILITIES			
Current liabilities			
Voted funds to be surrendered to the Revenue Fund	11	7 964	21 581
Payables	13	5 691	18 033
		2 273	3 548
TOTAL LIABILITIES		7 964	21 581
NET ASSETS		(2 241)	(2 241)
		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Represented by:			
Recoverable revenue		11	11
Unauthorised expenditure		(2 252)	(2 252)
TOTAL		(2 241)	(2 241)

Department of Traditional Affairs | Vote: 15
STATEMENT OF CHANGES IN NET ASSETS
for the year ended 31 March 2023

	2022/23	2021/22
<i>Note</i>	R'000	R'000
Recoverable revenue		
Opening balance	11	12
Transfers:	-	(1)
Debts recovered (included in departmental revenue)		(1)
Closing balance	11	11
Unauthorised expenditure		
Opening balance	(2 252)	(2 252)
Closing Balance	(2 252)	(2 252)
TOTAL	(2 241)	(2 241)

Department of Traditional Affairs | Vote: 15

CASH FLOW STATEMENT

for the year ended 31 March 2023

		2022/23	2021/22
	Note	R'000	R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		180 194	172 796
Annual appropriation funds received	1	180 143	172 690
Departmental revenue received	12	51	106
Net (increase)/decrease in net working capital		(1 072)	3 291
Surrendered to Revenue Fund		(18 084)	(26 520)
Current payments		(123 819)	(106 360)
Payments for financial assets		-	(171)
Transfers and subsidies paid		(46 986)	(46 204)
Net cash flow available from operating activities	14	(9 767)	(3 168)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	7	(3 647)	(1 922)
(Increase)/decrease in non-current receivables		(109)	(44)
Net cash flow available from investing activities		(3 756)	(1 966)
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/(decrease) in net assets		-	(1)
Net cash flows from financing activities		-	(1)
Net increase/(decrease) in cash and cash equivalents		(13 523)	(5 135)
Cash and cash equivalents at beginning of period		18 594	23 729
Cash and cash equivalents at end of period	8	5 071	18 594

Department of Traditional Affairs | Vote: 15
ACCOUNTING POLICIES
for the year ended 31 March 2023

PART A: ACCOUNTING POLICIES

Summary of significant accounting policies

The financial statements have been prepared in accordance with the following policies, which have been applied consistently in all material aspects, unless otherwise indicated. Management has concluded that the financial statements present fairly the department's primary and secondary information.

The historical cost convention has been used, except where otherwise indicated. Management has used assessments and estimates in preparing the annual financial statements. These are based on the best information available at the time of preparation.

Where appropriate and meaningful, additional information has been disclosed to enhance the usefulness of the financial statements and to comply with the statutory requirements of the Public Finance Management Act (PFMA), Act 1 of 1999 (as amended by Act 29 of 1999), and the Treasury Regulations issued in terms of the PFMA and the annual Division of Revenue Act.

1. Basis of preparation

The financial statements have been prepared in accordance with the Modified Cash Standard.

2. Going concern

The financial statements have been on a going concern basis.

3. Presentation currency

Amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department

4. Rounding

Unless otherwise stated financial figures have been rounded to the nearest one thousand Rand (R'000).

5. Foreign currency translation

Cash flows arising from foreign currency transactions are translated into South African Rands using the spot exchange rates prevailing at the date of payment / receipt.

6. Comparative information

6.1 *Prior period comparative information*

Prior period comparative information has been presented in the current year's financial statements. Where necessary figures included in the prior period financial statements have been reclassified to ensure that the format in which the information is presented is consistent with the format of the current year's financial statements.

6.2 *Current year comparison with budget*

A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.

Department of Traditional Affairs | Vote: 15
ACCOUNTING POLICIES
for the year ended 31 March 2023

7. Revenue

7.1 Appropriated funds

Appropriated funds comprises of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation).

Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective. Adjustments made in terms of the adjustments budget process are recognised in the statement of financial performance on the date the adjustments become effective.

Appropriated funds are measured at the amounts receivable.

The net amount of any appropriated funds due to / from the relevant revenue fund at the reporting date is recognised as a payable / receivable in the statement of financial position.

7.2 Departmental revenue

Departmental revenue is recognised in the statement of financial performance when received and is subsequently paid into the national revenue fund, unless stated otherwise.

Departmental revenue is measured at the cash amount received.

In-kind donations received are recorded in the notes to the financial statements on the date of receipt and are measured at fair value.

Any amount owing to the national revenue fund at the reporting date is recognised as a payable in the statement of financial position.

7.3 Accrued departmental revenue

Accruals in respect of departmental revenue (excluding tax revenue) are recorded in the notes to the financial statements when:

- it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and
- the amount of revenue can be measured reliably.

The accrued revenue is measured at the fair value of the consideration receivable.

Accrued tax revenue (and related interest and / penalties) is measured at amounts receivable from collecting agents.

Write-offs are made according to the department's debt write-off policy.

8. Expenditure

8.1 Compensation of employees

8.1.1 Salaries and wages

Salaries and wages are recognised in the statement of financial performance on the date of payment.

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ACCOUNTING POLICIES
for the year ended 31 March 2023

8.1.2 Social contributions

Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment.

Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.

8.2 Other expenditure

Other expenditure (such as goods and services, transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment. The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold.

Donations made in kind are recorded in the notes to the financial statements on the date of transfer and are measured at cost or fair value.

8.3 Accruals and payables not recognised

Accruals and payables not recognised are recorded in the notes to the financial statements at cost or fair value at the reporting date.

8.4 Leases

8.4.1 Operating leases

Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment. Operating lease payments received are recognised as departmental revenue.

The operating lease commitments are recorded in the notes to the financial statements.

8.4.2 Finance leases

Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment. Finance lease payments received are recognised as departmental revenue.

The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions.

Finance lease assets acquired at the end of the lease term are recorded and measured at the lower of:

- cost, being the fair value of the asset; or
- the sum of the minimum lease payments made, including any payments made to acquire ownership at the end of the lease term, excluding interest.

9. Aid assistance

9.1 Aid assistance received

Aid assistance received in cash is recognised in the statement of financial performance when received. In-kind aid assistance is recorded in the notes to the financial statements on the date of receipt and is measured at fair value.

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ACCOUNTING POLICIES

for the year ended 31 March 2023

CARA Funds are recognised when receivable and measured at the amounts receivable.

Aid assistance not spent for the intended purpose and any unutilised funds from aid assistance that are required to be refunded to the donor are recognised as a payable in the statement of financial position.

9.2 Aid assistance paid

Aid assistance paid is recognised in the statement of financial performance on the date of payment. Aid assistance payments made prior to the receipt of funds are recognised as a receivable in the statement of financial position.

10. Cash and cash equivalents

Cash and cash equivalents are stated at cost in the statement of financial position.

Bank overdrafts are shown separately on the face of the statement of financial position as a current liability.

For the purposes of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.

11. Prepayments and advances

Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash.

Prepayments and advances are initially and subsequently measured at cost.

12. Loans and receivables

Loans and receivables are recognised in the statement of financial position at cost plus accrued interest, where interest is charged, less amounts already settled or written-off. Write-offs are made according to the department's write-off policy.

13. Investments

Investments are recognised in the statement of financial position at cost.

14. Financial assets

14.1 Financial assets (not covered elsewhere)

A financial asset is recognised initially at its cost plus transaction costs that are directly attributable to the acquisition or issue of the financial asset.

At the reporting date, a department shall measure its financial assets at cost, less amounts already settled or written-off, except for recognised loans and receivables, which are measured at cost plus accrued interest, where interest is charged, less amounts already settled or written-off.

14.2 Impairment of financial assets

Where there is an indication of impairment of a financial asset, an estimation of the reduction in the recorded carrying value, to reflect the best estimate of the amount of the future economic benefits expected to be received from that asset, is recorded in the notes to the financial statements.

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ACCOUNTING POLICIES
for the year ended 31 March 2023

15. Payables

Payables recognised in the statement of financial position are recognised at cost.

16. Capital assets**16.1 Immovable capital assets**

Immovable assets reflected in the asset register of the department are recorded in the notes to the financial statements at cost or fair value where the cost cannot be determined reliably. Immovable assets acquired in a non-exchange transaction are recorded at fair value at the date of acquisition. Immovable assets are subsequently carried in the asset register at cost and are not currently subject to depreciation or impairment.

Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use.

Additional information on immovable assets not reflected in the assets register is provided in the notes to financial statements.

16.2 Movable capital assets

Movable capital assets are initially recorded in the notes to the financial statements at cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition.

Where the cost of movable capital assets cannot be determined reliably, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R1.

All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.

Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.

Biological assets are subsequently carried at fair value.

Subsequent expenditure that is of a capital nature forms part of the cost of the existing asset when ready for use.

16.3 Intangible capital assets

Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition.

Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project.

Where the cost of intangible assets cannot be determined reliably, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R1.

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All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.

Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment.

Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use.

16.4 Project costs: Work-in-progress

Expenditure of a capital nature is initially recognised in the statement of financial performance at cost when paid.

Amounts paid towards capital projects are separated from the amounts recognised and accumulated in work-in-progress until the underlying asset is ready for use. Once ready for use, the total accumulated payments are recorded in an asset register. Subsequent payments to complete the project are added to the capital asset in the asset register.

Where the department is not the custodian of the completed project asset, the asset is transferred to the custodian subsequent to completion.

17. Provisions and contingents**17.1 Provisions**

Provisions are recorded in the notes to the financial statements when there is a present legal or constructive obligation to forfeit economic benefits as a result of events in the past and it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate of the obligation can be made. The provision is measured as the best estimate of the funds required to settle the present obligation at the reporting date.

17.2 Contingent liabilities

Contingent liabilities are recorded in the notes to the financial statements when there is a possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department or when there is a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation or the amount of the obligation cannot be measured reliably.

17.3 Contingent assets

Contingent assets are recorded in the notes to the financial statements when a possible asset arises from past events, and whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department.

17.4 Capital commitments

Capital commitments are recorded at cost in the notes to the financial statements.

18. Unauthorised expenditure

Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure.

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ACCOUNTING POLICIES
for the year ended 31 March 2023

Unauthorised expenditure is recognised in the statement of changes in net assets until such time as the expenditure is either:

- approved by Parliament or the Provincial Legislature with funding and the related funds are received; or
- approved by Parliament or the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or
- transferred to receivables for recovery.

Unauthorised expenditure recorded in the notes to the financial statements comprise of

- unauthorised expenditure that was under assessment in the previous financial year;
- unauthorised expenditure relating to previous financial year and identified in the current year; and
- Unauthorised incurred in the current year.

19. Fruitless and wasteful expenditure

Fruitless and wasteful expenditure receivables are recognised in the statement of financial position when recoverable. The receivable is measured at the amount that is expected to be recovered and is de-recognised when settled or subsequently written-off as irrecoverable.

Fruitless and wasteful expenditure is recorded in the notes to the financial statements when and at amounts confirmed, and comprises of .

- fruitless and wasteful expenditure that was under assessment in the previous financial year;
- fruitless and wasteful expenditure relating to previous financial year and identified in the current year; and
- fruitless and wasteful expenditure incurred in the current year.

20. Irregular expenditure

Losses emanating from irregular expenditure are recognised as a receivable in the statement of financial position when recoverable. The receivable is measured at the amount that is expected to be recovered and is de-recognised when settled or subsequently written-off as irrecoverable.

Irregular expenditure is recorded in the notes to the financial statements when and at amounts confirmed and comprises of:

- irregular expenditure that was under assessment in the previous financial year;
- irregular expenditure relating to previous financial year and identified in the current year; and
- irregular expenditure incurred in the current year.

21. Changes in accounting estimates and errors

Changes in accounting estimates are applied prospectively in accordance with MCS requirements.

Correction of errors is applied retrospectively in the period in which the error has occurred in accordance with MCS requirements, except to the extent that it is impracticable to determine the period-specific effects or the cumulative effect of the error. In such cases the department shall

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restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.

22. Events after the reporting date

Events after the reporting date that are classified as adjusting events have been accounted for in the financial statements. The events after the reporting date that are classified as non-adjusting events after the reporting date have been disclosed in the notes to the financial statements.

23. Principal-Agent arrangements

The department is party to a principal-agent arrangement for [include details here]. In terms of the arrangement the department is the [principal / agent] and is responsible for [include details here]. All related revenues, expenditures, assets and liabilities have been recognised or recorded in terms of the relevant policies listed herein. Additional disclosures have been provided in the notes to the financial statements where appropriate.

24. Departures from the MCS requirements

Management has concluded that the financial statements present fairly the department's primary and secondary information and that the department complied with the standard.

25. Capitalisation reserve

The capitalisation reserve comprises of financial assets and/or liabilities originating in a prior reporting period but which are recognised in the statement of financial position for the first time in the current reporting period. Amounts are recognised in the capitalisation reserves when identified in the current period and are transferred to the National/Provincial Revenue Fund when the underlying asset is disposed and the related funds are received.

26. Recoverable revenue

Amounts are recognised as recoverable revenue when a payment made in a previous financial year becomes recoverable from a debtor in the current financial year. Amounts are either transferred to the National/Provincial Revenue Fund when recovered or are transferred to the statement of financial performance when written-off.

27. Related party transactions

Related party transactions within the Minister's portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length.

The number of individuals and the full compensation of key management personnel is recorded in the notes to the financial statements.

28. Inventories

At the date of acquisition, inventories are recognised at cost in the statement of financial performance.

Where inventories are acquired as part of a non-exchange transaction, the inventories are measured at fair value as at the date of acquisition.

Inventories are subsequently measured at the lower of cost and net realisable value or where intended for distribution (or consumed in the production of goods for distribution) at no or a nominal charge, the lower of cost and current replacement value.

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ACCOUNTING POLICIES
for the year ended 31 March 2023

The cost of inventories is assigned by using the weighted average cost basis.

29. Public-Private Partnerships

Public Private Partnerships are accounted for based on the nature and or the substance of the partnership. The transaction is accounted for in accordance with the relevant accounting policies.

A summary of the significant terms of the PPP agreement, the parties to the agreement, and the date of commencement thereof together with the description and nature of the concession fees received, the unitary fees paid, rights and obligations of the department are recorded in the notes to the financial statements.

30. Employee benefits

The value of each major class of employee benefit obligation (accruals, payables not recognised and provisions) is recorded in the Employee benefits note.

Accruals and payables not recognised for employee benefits are measured at cost or fair value at the reporting date.

The provision for employee benefits is measured as the best estimate of the funds required to settle the present obligation at the reporting date.

31. Transfer of functions

Transfer of functions are accounted for by the acquirer by recognising or recording assets acquired and liabilities assumed at their carrying amounts at the date of transfer.

Transfer of functions are accounted for by the transferor by derecognising or removing assets and liabilities at their carrying amounts at the date of transfer.

32. Mergers

Mergers are accounted for by the combined department by recognising or recording assets acquired and liabilities assumed at their carrying amounts at the date of the merger.

Mergers are accounted for by the combining departments by derecognising or removing assets and liabilities at their carrying amounts at the date of the merger.

Department of Traditional Affairs | Vote: 15
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023

PART B: EXPLANATORY NOTES

1. Annual Appropriation

Programmes	2022/23			2021/22		
	Final Budget	Actual Funds Received	Funds not requested / not received	Final Budget	Appropriation Received	Funds not requested / not received
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	60 565	60 565	-	53 060	53 060	-
Research, Policy, and Legislation	27 891	27 891	-	18 159	18 159	-
Institutional Support and Coordination	91 687	91 687	-	101 471	101 471	-
Total	180 143	180 143	-	172 690	172 690	-

The department requested and received its entire appropriated budget for the financial year.

2. Departmental revenue

	Note	2022/23	2021/22
		R'000	R'000
Tax revenue			
Sales of goods and services other than capital assets	2.1	51	51
Transactions in financial assets and liabilities	2.2	-	55
Total revenue collected		51	106
Total		51	106

2.1 Sales of goods and services other than capital assets

	Note	2022/23	2021/22
		R'000	R'000
Sales of goods and services produced by the department	2	51	51
Sales by market establishment		24	22
Other sales		27	29
Sales of scrap, waste and other used current goods			
Total		51	51

2.2 Transactions in financial assets and liabilities

	Note	2022/23	2021/22
		R'000	R'000
Other receipts including Recoverable Revenue	2	-	55
Total		-	55

The main source of this revenue category is parking fees and commission charged from third parties. In this financial year, there was no recoverable revenue since there were no instances of previous year recoveries hence the decrease in revenue collected.

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3. Compensation of employees**3.1 Analysis of balance**

	Note	2022/23 R'000	2021/22 R'000
Basic salary		58 607	52 319
Performance award		242	446
Service based		54	54
Compensative/circumstantial		508	596
Other non-pensionable allowances		18 786	17 355
Total		78 197	70 770

3.2 Social contributions

	Note	2022/23 R'000	2021/22 R'000
Employer contributions			
Pension		6 408	9 457
Medical		1 592	1 509
Bargaining council		12	11
Total		8 012	10 977
Total compensation of employees		86 209	81 747
Average number of employees		107	106

The expenditure on compensation of employees is in line with the cost-of-living adjustments implemented during the period under review including the backdated payments.

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4. Goods and services

	Note	2022/23	2021/22
		R'000	R'000
Administrative fees		1 348	712
Advertising		71	39
Minor assets	4.1	69	250
Catering		532	450
Communication		1 144	1 205
Computer services	4.2	275	229
Consultants: Business and advisory services	4.3	1 769	4 354
Laboratory services		-	2
Legal services	4.4	6 481	1 843
Contractors		10	87
Audit cost – external	4.5	2 603	2 590
Fleet services		668	412
Consumables	4.6	470	950
Operating leases		471	245
Property payments	4.7	2 462	689
Travel and subsistence	4.8	18 545	9 982
Training and development		373	218
Other operating expenditure	4.9	319	356
Total		37 610	24 613

The department has been inundated with a considerable number of litigation as a result of the disputes and claims in the traditional leadership institution and therefore had to defend itself in court. In addition, the travel expenditure has drastically increased as a result of disaster management Covid-19 regulations being terminated. The latter then necessitated normal travelling to various traditional communities for achievement of annual performance plan targets.

4.1 Minor assets

	Note	2022/23	2021/22
		R'000	R'000
Tangible capital assets	4	69	250
Machinery and equipment		69	250
Total		69	250

The department's minor assets are still in a good condition and usable hence there was no need for replacements.

4.2 Computer services

	Note	2022/23	2021/22
		R'000	R'000
SITA computer services		202	207
External computer service providers		73	22
Total		275	229

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4.3 Consultants: Business and advisory services (changed to align with note 4 above)

	2022/23	2021/22
Note	R'000	R'000
Consultants: Audit committee members	589	390
Consultants: Board & Committee members (NHTKL)	1 006	1 311
Consultants: Human resources services	-	42
Consultants: Research and advisory	174	2 589
Consultants: Qualification Verification	-	6
Consultants: Translation and transcribing	-	16
Total	1 769	4 354

The significant decrease in this line item is as a result of once off spending on Human resources service, Research and advisory consultants, payment for qualification verification and translation and transcribing services in the prior year. The late constitution of NHTKL also slightly contributed to decrease.

4.4 Legal Fees

	2022/23	2021/22
Note	R'000	R'000
State Attorney	3 680	165
Private legal firm	2 801	1 678
Total	6 481	1 843

There is an exponential increase in the legal fees as a result of number of cases emanating from the Commission on Traditional Leadership disputes and Claims recommendations. Both Senior Counsels and Junior Counsels have to be briefed due to the complexity of the matters to represent government, hence this variance. It is further impacted by adverse judgments and costs orders that cannot be anticipated.

4.5 Audit cost - external

	2022/23	2021/22
Note	R'000	R'000
Regularity audits	2 603	2 590
Total	2 603	2 590

4.6 Consumables

	2022/23	2021/22
Note	R'000	R'000
Consumable supplies	95	145
Household supplies	77	125
IT consumables	18	8
Other consumables	-	12
Stationery, printing and office supplies	375	805
Total	470	950

The expenditure on consumables has decreased significantly as a result of enforced cost containment measures in the year under review.

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4.7 Property payments

		2022/23	2021/22
	Note	R'000	R'000
Other		2 462	689
Total		2 462	689

The department of cooperative governance has been paying for both security and cleaning services on behalf of the department, through the inter departmental claims during the financial year 2022/23 has recovered what was due to them hence this drastic increase in this expenditure line item.

4.8 Travel and subsistence

		2022/23	2021/22
	Note	R'000	R'000
Local		18 498	9 982
Foreign		47	-
Total		18 545	9 982

The increased spending was due to travelling associated with the capacitation of provincial houses of traditional leaders on Customary Initiation Act (CIA) and Gender-Based Violence and Femicide (GBVF). Most stakeholders are in rural areas and physical meetings were necessary.

4.9 Other operating expenditure

		2022/23	2021/22
	Note	R'000	R'000
Professional bodies, membership and subscription fees		46	12
Other		273	344
Total		319	356

5. Transfers and subsidies

		2022/23	2021/22
	Note	R'000	R'000
Provinces and municipalities	Annex 1B	8	7
Departmental agencies and accounts	Annex 1C	46 819	46 033
Public corporations and private enterprises	Annex 1D	1	-
Households	Annex 1E	158	164
Total		46 986	46 204

6. Payments for financial assets

		2022/23	2021/22
	Note	R'000	R'000
Debts written off		-	171
Total		-	171

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6.1 Debts written off

Nature of debts written off	Note	2022/23	2021/22
		R'000	R'000
Other debt written off		-	52
Disallowance Damages (Damages to motor vehicle)		-	110
Disallowance Miscellaneous (No-Show)		-	5
Tax debt		-	4
Total		-	171
Total debt written off	5	-	171

7. Expenditure for capital assets

Nature of capital assets	Note	2022/23	2021/22
		R'000	R'000
Tangible capital assets		3 647	1 922
Machinery and equipment	21	3 647	1 922
Total		3 647	1 922

In line with the approved procurement plan, the department procured additional vehicles for official purposes to replace old fleet.

7.1 Analysis of funds utilised to acquire capital assets - Current year

Name of entity	2022/23		
	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible capital assets			
Machinery and equipment	3 647	-	3 647
Total	3 647	-	3 647

7.2 Analysis of funds utilised to acquire capital assets - Prior year

Name of entity	2021/22		
	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible capital assets			
Machinery and equipment	1 922	-	1 922
Total	1 922	-	1 922

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7.3 Finance lease expenditure included in Expenditure for capital assets

	2022/23	2021/22
<i>Note</i>	R'000	R'000
Tangible capital assets		
Machinery and equipment	953	1 026
Total	953	1 026

8. Cash and cash equivalents

	2022/23	2021/22
<i>Note</i>	R'000	R'000
Consolidated Paymaster General Account	5 071	18 594
Total	5 071	18 594

All valid invoices were paid in time and projects in the department were implemented as per approved annual performance plan hence the total spend against budget is substantially higher than it was in the previous financial year which impacts the paymaster general account.

9. Prepayments and advances

	2022/23	2021/22
<i>Note</i>	R'000	R'000
Advances paid (Not expensed)	-	36
Total	-	36

Analysis of Total Prepayments and advances

Non-current Prepayments and advances	-	36
Total	-	36

9.1 Advances paid (Not expensed)

		2022/23				
<i>Note</i>	R'000	Less: Amounts expensed in current year R'000	Add / Less: Other R'000	Add Current year advances R'000	Amount as at 31 March 2023 R'000	
Public entities	36	(36)	-	-	-	
Total	36	(36)	-	-	-	
		2021/22				
<i>Note</i>	R'000	Less: Amounts expensed in current year R'000	Add / Less: Other R'000	Add Current year advances R'000	Amount as at 31 March 2022 R'000	
Public entities	3	(17)	-	50	36	
Total	3	(17)	-	50	36	

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10. Receivables

	2022/23			2021/22			
	Current	Non-current	Total	Current	Non-current	Total	
	Note	R'000	R'000	R'000	R'000	R'000	
Claims recoverable		26	-	26	93	-	93
Recoverable expenditure		13	559	572	132	467	599
Staff debt		19	-	19	-	7	7
Other receivables			35	35	-	11	11
Total		58	594	652	225	485	710

The decrease on receivables is due to recovery from various ledger accounts and processed cases.

10.1 Claims recoverable

	Note	2022/23	2021/22
		R'000	R'000
National departments	Annex 1H	26	-
Private enterprises		-	93
Total		26	93

Processes to recover inter-departmental claims has been enhanced hence the decrease in claims recoverable.

10.2 Recoverable expenditure

	Note	2022/23	2021/22
		R'000	R'000
Damage and Losses		562	593
Disallowance Miscellaneous		3	6
Sal Reversal		7	-
Total		572	599

10.3 Staff debt

	Note	2022/23	2021/22
		R'000	R'000
Overpaid Salary: Debt Account		13	-
Salary Reversal		-	7
Tax Debt		6	-
Total		19	7

10.4 Other receivables

	Note	2022/23	2021/22
		R'000	R'000
Damage and Losses: Debt Account		24	-
Overpaid Salary (ex-employee)		11	11
Total		35	11

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11. Voted funds to be surrendered to the Revenue Fund

	2022/23	2021/22
Note	R'000	R'000
Opening balance	18 033	26 414
Prior period error	-	-
As restated	18 033	26 414
Transferred from statement of financial performance (as restated)	5 691	18 033
Conditional grants surrendered by the provincial department	-	-
Paid during the year	(18 033)	(26 414)
Closing balance	5 691	18 033

Voted funds to be surrendered in this financial year has decreased as a result of timeous payments of invoices and implementation of various operational plans and activities.

12. Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund

	2022/23	2021/22
Note	R'000	R'000
As restated		
Transferred from statement of financial performance (as restated)	51	106
Paid during the year	(51)	(106)
Closing balance	-	-

13. Payables - current

	2022/23	2021/22
Note	R'000	R'000
Clearing accounts	2 273	3 548
Total	2 273	3 548

The amount includes the claim received for legal fees received and confirmed but due to processing and cut-off period, payment could not be made at the end of reporting period. The liability was however recognised.

13.1 Clearing accounts

	2022/23	2021/22
Note	R'000	R'000
Description		
Sal: Income Tax : CL	63	66
Payble: Adv: Pub Ent Adv Acc: CL	-	3 479
Sal: Pension Fund: CL	-	3
Sal: Medical Aid: CL	(2)	-
Payble: Adv: N/Dept Adv Acc: CL	2 212	-
Total	2 273	3 548

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14. Net cash flow available from operating activities

	Note	2022/23	2021/22
		R'000	R'000
Net surplus/(deficit) as per Statement of Financial Performance		5 742	18 139
Add back non-cash/cash movements not deemed operating activities		(15 509)	(21 307)
(Increase)/decrease in receivables		167	(3)
(Increase)/decrease in prepayments and advances		36	(33)
Increase/(decrease) in payables - current		(1 275)	3 327
Expenditure on capital assets		3 647	1 922
Surrenders to Revenue Fund		(18 084)	(26 520)
Net cash flow generating		(9 767)	(3 168)

15. Reconciliation of cash and cash equivalents for cash flow purposes

	Note	2022/23	2021/22
		R'000	R'000
Consolidated Paymaster General account		5 071	18 594
Total		5 071	18 594

16. Contingent liabilities and contingent assets**16.1 Contingent liabilities**

Liable to	Nature	Note	2022/23	2021/22
			R'000	R'000
Intergovernmental payables		<i>Annex I</i>	235	55
Other		<i>Annex G</i>	5 260	4 280
Total			5 495	4 335

The amounts above includes both confirmed and unconfirmed balances.

16.2 Contingent assets

Nature of contingent asset	Note	2022/23	2021/22
		R'000	R'000
SITA		17	-
Department of Enterprises		140	-
Total		157	-

The amount disclosed comprise the amount paid during the financial year for services rendered and salaries of officials transferred to other department which will be recoverable once verification processes are completed.

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17. Accruals and payables not recognised**17.1 Accruals**

Listed by economic classification	Note	2022/23			2021/22
		30 Days R'000	30+ Days R'000	Total R'000	Total R'000
Goods and services		1 493	-	1 493	413
Total		1 493	-	1 493	413

Listed by programme level	Note	2022/23	2021/22
		R'000	R'000
Administration		805	288
Research, Policy and Legislation		197	16
Institutional Support and Coordination		491	109
Total		1 493	413

The bulk of the invoices relating to the accruals were received after year end but has since been processed and paid off as they were valid and complete.

17.2 Payables not recognised

Listed by economic classification	Note	2022/23			2021/22
		30 Days R'000	30+ Days R'000	Total R'000	Total R'000
Goods and services		90	-	90	4
Other		230	-	230	-
Total		320	-	320	4

Listed by programme level	Note	2022/23	2021/22
		R'000	R'000
Administration		230	-
Research, Policy and Legislation		23	4
Institutional Support and Coordination		67	-
Total		320	4

18. Employee benefits

	Note	2022/23	2021/22
		R'000	R'000
Leave entitlement		4 126	2 706
Service bonus		1 744	1 765
Capped leave		1 687	1 617
Other		54	54
Total		7 611	6 142

The leave entitlement benefit includes an amount of R40 911.83 in lieu of negative leave liability. Negative leave liability is incurred due to employees utilising vacation leave in advance. In terms of pro-rata leave calculation, employees with less than 10 years' of service are entitled to 5.49 leave credits and employees with more than 10 years of service are entitled to 7.5 leave credits from 1 January 2023 until 31 March 2023. The amount

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was set off for officials with negative leave credits at the end of the year. The negative leave liability will update automatically during the 2023 leave cycle as leave credits accrues monthly. Furthermore, the benefits include an estimated amount of R1, 687 million in lieu of capped leave commitments. The leave commitment is for leave accrued prior to 1 July 2000 payable in the event of death, retirement, or medical boarding.

Total amount of R54 493 (R54 thousand Rands) on "Other benefits" is for provision of long service recognition of three (3) employees that have completed 20 and 30 years of service in the Public Service.

19. Lease commitments

19.1 Operating leases

	2022/23				
	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Later than 1 year and not later than 5 years	-	-	-	168	168
Total lease commitments	-	-	-	168	168

	2021/22				
	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	106	106
Later than 1 year and not later than 5 years	-	-	-	169	169
Total lease commitments	-	-	-	275	275

19.2 Finance leases

	2022/23				
	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	-	-
Later than 1 year and not later than 5 years	-	-	-	-	-
Later than 5 years	-	-	-	-	-
Total lease commitments	-	-	-	-	-

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	2021/22				
	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	952	952
Later than 1 year and not later than 5 years	-	-	-	8	8
Later than 5 years	-	-	-	-	-
Total lease commitments	-	-	-	960	960

20. Unauthorised, Irregular and Fruitless and wasteful expenditure

	2022/23		2021/22	
	Note	R'000	R'000	R'000
Fruitless and wasteful expenditure - current year		262		-
Total		262		-

The disclosed amount relates to interest paid to GPAA and it is still under investigation.

21. Related party transactions

Entity	Mandate	Relationship	Amount R'000
CRL Rights Commission	The Commission is a Chapter 9 Constitutional Institution. It Promotes and protect cultural, religious and linguistic rights. The Commission focuses on conflict resolution, research, advocacy and community engagement on conflicts pertaining cultural, religious and linguist rights within communities.	The commission is a Constitutional Institution and receives its budget funding through a transfer payment from the Department.	R46 819
Department of Cooperative Governance (DCoG)	Develop and monitor the implementation of national policy and legislation seeking to transform and strength key institutions and mechanism of governance to fulfil their developmental role.	The relationship is that we report to one Minister and share a Vote. Due to inadequate funding and limited human capacity, DCoG performs some of the corporate functions for DTA.	R0.00
Municipal Infrastructure Support Agency (MISA)	Provide immediate support to Municipalities that are struggling with infrastructure delivery by facilitating the deployment of engineers, scientists and technicians to Municipalities and overseeing them.	There were no related party transactions with MISA, however, suffice to state that we share a Minister.	R0.00
Municipal Demarcation Board (MDB)	Is responsible for determining municipal boundaries, declare district management areas, delimit wards for local elections and assess the capacity of municipalities to perform their functions.	There were not related party transactions with MDB, however, suffice to state that we share one Minister	R0.00
South African Local Government Agency (SALGA)	Is an association of municipalities recognised by the organised local government Act (1997) as a representative of organised local government.	There were not related party transactions with SALGA, however, suffice to state that we share one Minister	R0.00

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22. Key management personnel

	2022/23	2021/22
	R'000	R'000
Political office bearers (<i>provide detail below</i>)	2 096	2 000
Officials:		
Level 15-16	6 052	5 845
14	11 981	10 896
Family members of key management personnel		
Total	20 129	18 741

23. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2023

	2022/23				
	Opening balance	Value adjustments	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	12 100	-	2 692	-	14 792
Transport assets	4 180	-	2 366	-	6 546
Computer equipment	4 863	-	314	-	5 177
Furniture and office equipment	2 363	-	-	-	2 363
Other machinery and equipment	694	-	12	-	706
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	12 100	-	2 692	-	14 792

23.1 MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2022

	2021/22				
	Opening balance	Prior period error	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	11 204	-	896	-	12 100
Transport assets	4 180	-	-	-	4 180
Computer equipment	4 423	-	440	-	4 863
Furniture and office equipment	2 001	-	362	-	2 363
Other machinery and equipment	600	-	94	-	694
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	11 204	-	896	-	12 100

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23.2 Minor assets**MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2023**

	2022/23					
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	2 135	-	2 135
Value adjustments	-	-	-	-	-	-
Additions	-	-	-	68	-	68
Disposals	-	-	-	-	-	-
Total Minor assets	-	-	-	2 203	-	2 203
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	1 114	-	1 114
Total number of minor assets	-	-	-	1 114	-	1 114

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2022

	2022/23					
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	1 885	-	1 885
Prior period error	-	-	-	-	-	-
Additions	-	-	-	250	-	250
Disposals	-	-	-	-	-	-
Total Minor assets	-	-	-	2 135	-	2 135
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	-	-	-
Number of minor assets at cost	-	-	-	1 098	-	1 098
Total number of minor assets	-	-	-	1 098	-	1 098

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24. Intangible Capital Assets**MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2023**

	2022/23			
	Opening balance	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000
SOFTWARE	166	-	-	166
TOTAL INTANGIBLE CAPITAL ASSETS	166	-	-	166

24.1 MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2022

	2021/22				
	Opening balance	Prior period error	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
SOFTWARE	166	-	-	-	166
TOTAL INTANGIBLE CAPITAL ASSETS	166	-	-	-	166

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ANNEXURE 1A

Statement of conditional grants and other transfers paid to municipalities

		2022/23				2021/22			
Name of municipality	GRANT ALLOCATION				TRANSFER				
	DORA and other transfers R'000	Roll overs R'000	Adjustments R'000	Total Available R'000	Actual transfer R'000	Funds withheld R'000	Reallocations by National Treasury / National Department %	DORA and other transfers R'000	Actual transfer R'000
City of Tshwane	-	-	10	10	9	-	-	-	7
TOTAL	-	-	10	10	9	-	-	-	7

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ANNEXURE 1B**STATEMENT OF CONDITIONAL GRANTS AND OTHER TRANSFERS PAID TO MUNICIPALITIES**

Name of Municipality	GRANT ALLOCATION				TRANSFER				SPENT				
	DoRA and Other transfers R'000	Roll overs R'000	Adjustments R'000	Total Available R'000	Actual transfer R'000	Funds withheld R'000	Re-allocations by National Treasury or National department %	Amount received by department R'000	Amount spent by department R'000	Unspent funds R'000	% of available funds spent by department %	DORA and other transfers R'000	Actual transfers R'000
City of Tshwane	-	-	10	10	9	-	-	-	-	-	-	-	7
TOTAL	-	-	10	10	9	-	-	-	-	-	-	-	7

Department of Traditional Affairs | Vote: 15
ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023

ANNEXURE 1C

STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

Departmental Agency or Account	2022/23				2021/22			
	Adjusted Budget	Roll overs	Adjustments	Total Available	Actual transfer	% of available funds transferred	Final Budget	Actual transfer
	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
CRL Rights Commission	46 820	-	-	46 820	46 818		46 032	46 032
TOTAL	46 820	-	-	46 820	46 818		46 032	46 032

Department of Traditional Affairs | Vote: 15
ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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ANNEXURE 1D

STATEMENT OF TRANSFERS/SUBSIDIES TO PUBLIC CORPORATIONS AND PRIVATE ENTERPRISES

	2022/23				2021/22					
	GRANT ALLOCATION				EXPENDITURE					
Name of public corporation / private enterprise	Adjusted Budget R'000	Roll overs R'000	Adjustments R'000	Total Available R'000	Actual transfer R'000	% of Available funds transferred	Capital R'000	Current R'000	Final Budget R'000	Actual transfer R'000
Public Corporations										
Transfers										
SABC	-	-	2	2	1	50%	-	-	2	1
Total	-	-	2	2	1		-	-	2	1
Subsidies	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-
TOTAL			2	2	1	50%			2	1

Department of Traditional Affairs | Vote: 15
ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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ANNEXURE 1E
STATEMENT OF TRANSFERS TO HOUSEHOLDS

	2022/23				2021/22			
	TRANSFER ALLOCATION		EXPENDITURE		TRANSFER ALLOCATION		EXPENDITURE	
Household	Adjusted Budget R'000	Roll overs R'000	Adjustments R'000	Total Available R'000	Actual transfer R'000	% of available funds transferred	Final Budget R'000	Actual transfer R'000
Transfers								
Leave Gratuity	-	-	165	165	158	95.8%	164	164
Total	-	-	165	165	158	95.8%	164	164
Subsidies	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-
TOTAL	-	-	165	165	158	95.8%	164	164

Department of Traditional Affairs | Vote: 15
ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023

ANNEXURE 1G

STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2023

Nature of liability	Opening balance 1 April 2022 R'000	Liabilities incurred during the year R'000	Liabilities paid / cancelled / reduced during the year R'000	Liabilities recoverable (Provide details hereunder) R'000	Closing balance 31 March 2023 R'000
Other					
Legal fees for the claims on Traditional leaders disputes	4 280	7 461	6 481	-	5 260
Subtotal	4 280	7 461	6 481	-	5 260
TOTAL	4 280	7 461	6 481	-	5 260

Department of Traditional Affairs | Vote: 15
ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023

ANNEXURE 1H

CLAIMS RECOVERABLE

	Confirmed balance outstanding		Unconfirmed balance outstanding		Total		Cash-in-transit at year end 2022/23*
	31/03/2023 R'000	31/03/2022 R'000	31/03/2023 R'000	31/03/2022 R'000	31/03/2023 R'000	31/03/2022 R'000	
Government entity							Receipt date up to six (6) working days after year end Amount R'000
Department							
Department of Cooperative Governance	26	-	-	-	26	-	-
TOTAL	26	-	-	-	26	-	-

Department of Traditional Affairs | Vote: 15
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ANNEXURE 1J**INTERGOVERNMENT PAYABLES**

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		Total		Cash-in-transit at year end 2022/23	Payment date up to six (6) working days after year end	Amount R'000
	31/03/2023 R'000	31/03/2022 R'000	31/03/2023 R'000	31/03/2022 R'000	31/03/2023 R'000	31/03/2022 R'000			
DEPARTMENTS									
Current									
South African Police Services	6	-	-	-	6	-	-	-	-
Department of Cooperative Governance	229	-	-	-	229	-	-	-	-
Subtotal	235	-	-	-	235	-	-	-	-
Non-current									
Department of Cooperative Governance	-	-	-	55	-	55	-	-	-
Subtotal	-	-	-	55	-	55	-	-	-
TOTAL INTERGOVERNMENT PAYABLES	235	-	-	55	235	55	-	-	-



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