

Annual Report

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE

2010 |

11

SANBI
Biodiversity for Life



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with appreciation.

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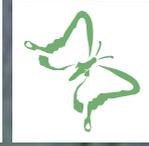
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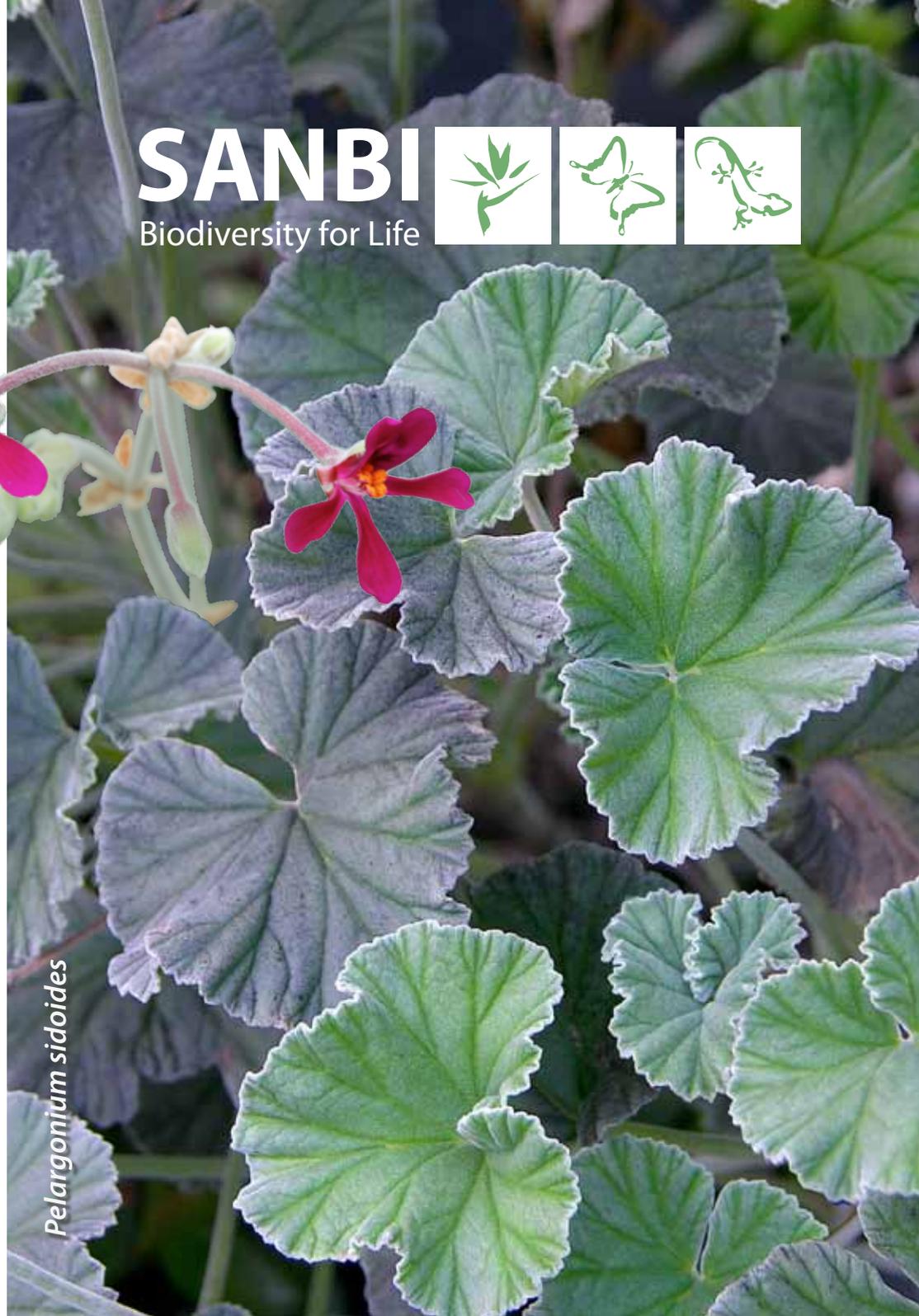
SANBI
Biodiversity for Life



ANNUAL REPORT 2010|11



2010 International Year of Biodiversity



Pelargonium sidoides

SOME USEFUL Acronyms

ABRD	Applied Biodiversity Research Division	IDP	Integrated Development Plan
BCSD	Biodiversity Conservation and Sustainable Development	IYB	International Year of Biodiversity
BGCI	Botanic Gardens Conservation International	M & E	Monitoring and Evaluation
BGIS	Biodiversity Geographic Information System	MoA	Memorandum of Agreement
BHCD	Biodiversity Human Capital Development	MoU	Memorandum of Understanding
BHCDS	Biodiversity Human Capital Development Strategy	NAMBAF	Namakwa Biodiversity Advisory Forum
BIM	Biodiversity Information Management Directorate	NBA	National Biodiversity Assessment
BotSoc	Botanical Society of South Africa	NBG	National Botanical Garden
CAPE	Cape Action for People and the Environment	NDF	non detriment findings
CBO	Community Based Organisation	NEHAWU	National Education, Health and Allied Workers' Union (South Africa)
CCBA	Climate Change and Bioadaptation Division	NEMBA	National Environmental Management Biodiversity Act
CFR	Cape Floristic Region	NEMPAA	National Environmental Management: Protected Areas Act
CITES	Convention on International Trade in Endangered Species of wild fauna and flora	NFEPA	National Freshwater Ecosystem Priority Areas
CoCT	City of Cape Town	NRF	National Research Foundation
CoJ	City of Johannesburg	NRM	Natural Resource Management
COP	Conference of the Parties	NWCS	National Wetland Classification System
CREW	Custodians for Rare and Endangered Wildflowers	OHS	Occupational Health and Safety
DEA	Department of Environmental Affairs	PES	Payment for Ecosystem Services
DEA & DP	Department of Environmental Affairs and Development Planning	POSA	Plants of Southern Africa
DG	Director General	PRECIS	PRE (code for National Herbarium, Pretoria) Computer Information System
DHE	Department of Higher Education	SABIF	South African Biodiversity Information Facility
DoA	Department of Agriculture	SAEOL	South African Encyclopaedia of Life
DPW	Department of Public Works	SAEON	South African Earth Observation Network
DST	Department: Science and Technology (South Africa)	SANBI	South African National Biodiversity Institute
DWA	Department of Water Affairs	SATOL	South African Tree of Life
EAP	Employee Assistance Programme	SDF	Spatial Development Framework
ECPB	Eastern Cape Parks Board	SEDA	Small Enterprise Development Agency
ECPTA	Eastern Cape Parks & Tourism Agency	SETA	Sector Education and Training Authority
EIA	Environmental Impact Assessment	SK	Succulent Karoo
EPWP	Expanded Public Works Programme	SKEP	Succulent Karoo Ecosystem Programme
GBIF	Global Biodiversity Information Facility	SUPAR	Sustainable Use and Protection Agricultural Resources
GCP	Gardens Conservation Programme	TMF	Table Mountain Fund
GDARD	Gauteng Department of Agriculture and Rural Development	TOPS	Threatened or Protected Species
GEF	Global Environment Facility	UNEP-WCMC	United Nations Environment Programme – World Conservation Monitoring Centre
HCD	Human Capital Development	WRC	Water Research Commission
HDI	Historically Disadvantaged Individual	WWD	World Wetlands Day
HRD	Human Resources Development	WWF-SA	World Wildlife Fund-South Africa
IAIAsa	International Association for Impact Assessment (South Africa)		

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OUR Mandate

SANBI's mandate comes from the National Environmental Management Biodiversity Act No. 10 of 2004:

Section 11. Functions

(1) The Institute

- (a) must monitor and report regularly to the Minister on
 - (i) the status of the Republic's biodiversity
 - (ii) the conservation status of all listed threatened or protected species and listed ecosystems; and
 - (iii) the status of all listed invasive species;
 - (b) must monitor and report regularly to the Minister on the impact of any genetically modified organism that has been released into the environment including the impact on non-target organisms and ecological processes, indigenous biological resources and the biological diversity of species used for agriculture;
 - (c) must act as an advisory and consultative body on matters relating to biodiversity to organs of state and other biodiversity stakeholders;
 - (d) must coordinate and promote the taxonomy of South Africa's biodiversity;
 - (e) must manage, control and maintain all national botanical gardens;
 - (f) must manage, control and maintain
 - (i) herbaria; and
 - (ii) collections of dead animals that may exist;
 - (g) must establish facilities for horticulture display, environmental education, visitor amenities and research;
 - (h) must establish, maintain, protect and preserve collections of plants in national botanical gardens and in herbaria;
 - (i) may establish, maintain, protect and preserve collections of animals and micro-organisms in appropriate enclosures;
 - (j) must collect, generate, process, coordinate and disseminate information about biodiversity and the sustainable use of indigenous biological resources and establish and maintain databases in this regard;
 - (k) must allow, regulate or prohibit access by the public to national botanical gardens, herbaria and other places under the control of the Institute and supply plants, information, meals or refreshments or render other services to visitors;
 - (l) must undertake and promote research on indigenous biodiversity and the sustainable use of indigenous biological resources;
 - (m) must coordinate and implement programmes for
 - (i) the rehabilitation of ecosystems; and
 - (ii) the prevention, control or eradication of listed invasive species;
 - (n) must coordinate programmes to involve civil society in
 - (i) the conservation and sustainable use of indigenous biological resources; and
 - (ii) the rehabilitation of ecosystems;
 - (o) on the Minister's request, must assist him or her in the performance of duties and the exercise of powers assigned to the Minister in terms of this Act;
 - (p) on the Minister's request, must advise him or her on any matter regulated in terms of this Act, including
 - (i) the implementation of this Act and any international agreements affecting biodiversity which are binding on the Republic;
 - (ii) the identification of bioregions and the contents of any bioregional plans;
 - (iii) other aspects of biodiversity planning;
 - (iv) the management and conservation of biological diversity; and
 - (v) the sustainable use of indigenous biological resources;
 - (q) on the Minister's request, must advise him or her on the declaration and the management of, and development in, national protected areas;
 - (r) must perform any other duties
 - (i) assigned to it in terms of this Act; or
 - (ii) as may be prescribed.
- (2) When the Institute in terms of subsection (1) gives advice on a scientific matter, it may consult any appropriate organ of state or other institution which has expertise in that matter.
48. (3) The Institute must
- (a) assist the Minister and others involved in the preparation of the National Biodiversity Framework, a bioregional plan or a biodiversity management plan to comply with subsection (1); and
 - (b) make recommendations to organs of state or municipalities referred to in subsection (2); align their plans referred to in that subsection with the National Biodiversity Framework and any applicable bioregional plan.
60. (2) The Institute must provide logistical, administrative and financial support for the proper functioning of the scientific authority.

Biodiversity richness for all South Africans
Ukunotha kweZemvelo (Biodiversity) kwabo
bonke abantu baseNingizimu neAfrika
Bohumi bja hlago go ma-Afrika Borwa
'n Biodiversiteitsrykdom vir alle
Suid-Afrikaners
Upfumesa ha thangalelano ya zwitshilaho
swa va-Africa Tshipembe



OUR Vision

Biodiversity richness for all South Africans.

OUR Mission

To champion the exploration, conservation, sustainable use, appreciation and enjoyment of South Africa's exceptionally rich biodiversity for all people.

OUR Values

- Ubuntu** – Harnessing, caring, sharing and being at one with all creation
- Growth** – Nurturing and empowering teams and individuals to grow and reach their true potential
- Respect and Tolerance** – Creating open, honest relationships built on trust, mutual respect, dignity and fairness and valuing and accepting individuals and diversity
- Excellence** – Providing service excellence through passion and professionalism
- Accountability** – Taking pride and responsibility in our work and caring for our environment and communities
- Togetherness** – Through collaboration we change the world.

Report of the Chairperson

The International Year of Biodiversity 2010 saw SANBI's core business make significant inroads into mainstream discourse and it has been encouraging to see SANBI's profile grow significantly over the past 12 months.

As the Chairperson of the Board, it has been rewarding to be involved in the Institute's transformation from a narrow botanical focus to a broader biodiversity mandate. In the year under review, this transformation, building on the foundation laid down over the past three years, was very clearly evidenced by SANBI's various outputs.

Sharing lessons in biodiversity to conserve this invaluable asset

Biodiversity is such a broad term. It encompasses all life, including species, ecosystems, and landscapes. It also importantly includes people and our daily interactions, inherent connections with our immediate environments, and the social, spiritual and economic value we obtain from the natural world.

Some of SANBI's most interesting work in the past year has been in sharing valuable lessons on what we – humanity – can do to conserve our biodiversity, and in appreciating what a valuable natural capital asset we have. The Institute's research findings, tools (such as maps and lists), policy advice and expertise all contribute to the pool of knowledge and information required to ensure that our nation's biodiversity is safeguarded in a sustainable way for the benefit of present and future generations.

Bringing biodiversity issues to the notice of decision makers

SANBI and the biodiversity sector as a whole still have much to do by way of ensuring that conservation biodiversity becomes recognised by decision makers as a national imperative. For instance, the work that SANBI has done in

the Second National Communication for Climate Change shows the detrimental impact of climate change and the behavioural adaptations we need to make to ensure the survival of the planet.

Furthermore, the very real contributions that biodiversity can make to job creation, food security, the delivery of services such as clean water and air need to be highlighted and communicated by the sector in a way that is deeply compelling and that stimulates positive action. This is a tall order, but if not achieved, biodiversity will continue to be a vague and distant concept for most of our people.

Appreciation for an interesting and challenging term

It has been a pleasure to serve on the Board. My term has been an interesting one, filled with highlights, challenges and opportunities. SANBI is an institute that performs consistently well, and its excellent work can – if fully harnessed – benefit the nation in many worthwhile ways.

Mr Thamsanqa Sokutu, Chairperson of the Board, South African National Biodiversity Institute



Members of the Board of SANBI, left to right: Prof. P Omara-Ojunga, Mr S Somyo, Mr F Mketeni, Mr T Frost, Dr T Abrahamse (CEO), Mr T Sokutu (Chairperson), Dr P Hanekom. Not present, inset, left to right: Ms K Montgomery, Ms M Pyoos, Ms T Dingaana.

This year has been busy, productive and exciting. It was a year in which we performed extremely well despite some very real challenges. We learnt to do 'more with less', adapted when necessary, showed great resourcefulness, and delivered on our broad and complex mandate, which includes giving support in a number of ways to the Department of Environmental Affairs.

Spreading the biodiversity message

2010 was declared the International Year of Biodiversity by the United Nations, a wonderful opportunity for us, as a biodiversity institute, to get involved and bring awareness to a wide range of people. Our participation began with a national launch in SANBI's Pretoria Garden with the then Minister of Water and Environmental Affairs, and continued with many events hosted throughout our nine Gardens, which over a million visitors enjoyed during the year.

Our work was brought to the attention of the public through extensive media coverage on a number of stories, such as the discovery of *Moraea vuvuzela*, (so named during the FIFA World Cup!), our work in protecting cycads from the threat of extinction, and the launch of a very important book on the environmental impacts of GM Maize in South Africa.

Finding solutions to internal and budget challenges

Internally, the challenges of the previous year subsided, and union relations normalised. The Technical Assistance Unit of the National Treasury helped us finish our first and second phases of SANBI's Sustainable Transformation Initiative and identified leadership, shared vision and values, and communication and consultation as key challenges for us to continue addressing. We invested much energy into receiving feedback from our employees on solutions to these challenges, and implemented changes accordingly, including leadership training, a shared vision and values

process, and setting up a management committee. We ended the year with a combined Relationship Building Exercise and Sustainable Transformation Action Plan.

Financial constraints meant budget deficit management and continued austerity measures, with a downsizing of the top structure of the organogram, a voluntary retirement opportunity given, moving permanent staff to projects, the downsizing of education and absorbing Urban Conservation into the national mainstreaming programme.

Some of SANBI's highlights

This year saw the positive effects of the groundwork done in previous years in terms of organisational development, evidenced by a growth in knowledge management, managed network, mandate driven research and policy guidance. Some signature events included:

- the Human Capital Development Skills Summit, which brought together a large number of key practitioners, institutions and organisations to deepen the SANBI mandate driven strategy for the sector
- our role in the Report on the Natural History Collections of South Africa process, for which we assessed almost 100 biodiversity collections
- publication of the first monitoring framework for genetically modified maize, the culmination of a five-year collaboration between South Africa and Norway
- finalisation of the Second National Communications report for the United Nations Framework Convention on Climate Change, which is the foundation for the White Paper on Climate Change in South Africa
- growing international recognition from a host of prestigious international organisations.

Products such as the Biodiversity Advisor website represent years of collaborative research, knowledge management and consultation.

The launch of the Biodiversity for Development publication was attended by Minister Edna Molewa, who had been in office for just 12 days at the time.

The many checklists and publications we produced are an indication that SANBI has transformed into a biodiversity Institute.

Growing the organisation and respecting our mandate with limited resources

The demands and pressures on public entities increase on a yearly basis and SANBI is no exception. The expectation is to be all things to all people with not much increase in resources. The trick is to try and serve expectations as much as possible while keeping within our legal mandate and agreed corporate strategic plan.

I would like to acknowledge the SANBI Board for their support, the senior management team who have shown great leadership and maturity during this year, and of course the clever and hardworking staff of SANBI.

I end with a new catch phrase which was inspired by our new values . . .

USANBI, uGREAT!



Dr Tanya Abrahamse
Chief Executive Officer
South African National Biodiversity Institute



Performance Information

UNDERSTANDING Biodiversity

and bio-adaptation to climate change through research

Research into biodiversity is a key component of SANBI's work. Guided by the priorities of the National Biodiversity Strategy and Action Plan, and the National Biodiversity Framework, we developed a climate change research strategy, and are in the process of developing national strategies for biodiversity and biosystematics research. Much of our work is at the request of the Department of Environmental Affairs.

Developing a national strategy for research in biodiversity

SANBI is responsible for leading the development of a national research strategy that will identify priority areas for biodiversity research and improve the evidence base for policy and management decisions relating to biodiversity. We have developed the framework for the strategy, and identified the research needs. A comprehensive situation analysis is underway so that the strategy can be finalised in the next reporting period.

Developing a national strategy for biosystematics research

Barcoding is a major innovation that uses only a small fragment of DNA to identify species. The International Barcode of Life is the largest biodiversity genomics project globally. This year, as part of the biosystematics research strategy, we led the development of a national strategy for establishing a South African node for barcoding, and for promoting and co-ordinating barcoding.

Providing support to the Scientific Authority on plant and animal species in trade

SANBI provides scientific as well as logistical support to the Scientific Authority. The statutory Authority met twice this year, and completed non-detriment findings for species in trade including leopard, cheetah and hippopotamus. The

Scientific Authority has been particularly concerned about trade in cycads, which has resulted in the dramatic decline of almost all of the 38 species in South Africa and the recent extinction in the wild of at least two species. As a result, SANBI convened non-detriment findings workshops and completed preliminary non-detriment findings for 30 species.

We also undertook an analysis of all plant species in trade to determine priorities for further research and assessment. On the basis of the assessment, the Scientific Authority developed a list of priority plant species and will develop a similar list for animals during its next few meetings. SANBI also undertook field assessments of the status of *Pachypodium bispinosum* and *P. succulentum* that were identified by the CITES Plants Committee as species where trade from South Africa was of concern. The final reports on these species will be completed in 2011.

Converting our scientific knowledge of climate change into tools

SANBI scientists have gained an enormous amount of knowledge around climate change, which we have described in academic publications. We are focusing on converting this fundamental knowledge into applications and tools, such as the Biome-Adaptation Framework approach and Outcomes 10 related objectives in climate change adaptation. A key component of these frameworks will be a focus on ecosystem-based adaptation strategies aimed at raising awareness of the value of biodiversity for enhancing human wellbeing under a changing climate.

This effort will add to the growing success of the South African Bird Atlas Project (SABAP2), which is increasing our ability to assess the impacts of a range of environmental changes, including climate change, on biodiversity.

Developing capacity in southern Africa around biodiversity indicators

We organised the third and final workshop to develop regional capacity to identify biodiversity indicators, report on them, identify lessons and produce a report. The workshop was held in Namibia and was attended by delegates from seven southern African countries. The report was launched at the Convention on Biological Diversity Conference of the Parties 10 in Japan in October. A national framework for monitoring biodiversity has been developed and is under review.

Advising on sustainable seafood in southern Africa

We provide co-ordinated scientific advice on marine issues, such as the development of the new seafood list for the Southern African Sustainable Seafood Initiative. We co-ordinated review workshops and helped to collate scientific information to support the listing process.

Developing a biodiversity monitoring strategy

This year, we developed a draft for a comprehensive biodiversity monitoring framework as required by the Biodiversity Act. The strategy will be a key informant on how well we are doing with conserving and managing our biodiversity. The draft is currently being reviewed.

Developing an overall climate change strategy for SANBI

Through internal consultation, we developed a Climate Change Strategy document for SANBI, which will be made public in the next financial year.

Projects on threatened species completed

Other projects completed this year include:

- the publication of a conservation assessment of amphibians and guidelines for the use of Red List information
- the finalisation of work on reptiles and butterflies, which will be published in 2011.

Maps to support integrated water resource management

SANBI has co-led a three-year multi-partner project to identify priority rivers and wetlands that need to be maintained in good condition to support the healthy functioning of South Africa's network of freshwater ecosystems, on which we depend for critical services such as water supply and flood regulation. The National Freshwater Ecosystem Priority Areas project consolidated freshwater ecological science around the country and has produced maps that support planning and decision-making by the Department of Water Affairs and Catchment Management Agencies.

Monitoring the state of our marine biodiversity

One of the main areas of our research this year was around protecting our marine biodiversity. We completed the marine component of South Africa's National Biodiversity Assessment, the Offshore Marine Protected Areas Project and several marine mainstreaming initiatives.

The completion of the Offshore Marine Protected Areas Project culminated in the identification of nine focal areas for offshore spatial management to represent offshore biodiversity, protect threatened and vulnerable ecosystems and species, support fisheries' sustainability and reduce bycatch. We also helped to co-ordinate a multi-institutional group to support the implementation of the National Protected Area Expansion Strategy. We produced the first seamless national marine habitat maps reflecting 136 coastal and offshore habitats and conducted a data driven assessment of ecosystem threat status and protection levels for all habitat types. A national map of wastewater discharge sites was produced for the first time and a new coastline GIS shape file was completed.

New collaborations this year include joint projects with the offshore node of the South African Environmental Observation Network and a joint project updating linefish status reports with the Oceanographic Research Institute. The Reef Atlas Project gathered information and photographs from divers and scientists across South Africa with more than 300 dive sites, 1,800 reef positions and 1,600 reef photographs now included in the project database. We are working with the scuba diving industry to support this important ecotourism sector and promote South Africa as a diving destination.

Monitoring the impact of genetically modified maize

South Africa has adopted the use of agricultural biotechnology, including genetically modified crops, as a tool for sustainable development. In terms of area planted, South Africa is the eighth largest producer of these crops and part of SANBI's mandate is to monitor and report on the possible environmental impacts.

A five-year collaboration, forming part of a joint South Africa-Norway Biosafety Cooperation Project, resulted in the first monitoring framework for genetically modified maize (MON810), launched in January 2011.



Early detection of invasive plants saves money

When it comes to invasive species, the best time to act is before the species spreads and becomes a major pest. SANBI's Early Detection and Rapid Response Programme, implemented on behalf of Working for Water (currently called the Natural Resources Management Programme), now has a national programme for detecting and assessing emerging invasive plants and has enabled early interventions to control some potentially very damaging weeds. During 2010, additional funding was provided to strengthen the rapid response component, and the intention in 2011 is to expand the programme of work on invasive animals.



Studying the value and use of pollination

Worldwide, insects provide an essential pollination service to fruit, nut and vegetable crops, which are integral to improving human nutrition. At the same time, there is global concern about decline in pollinators due to habitat loss, disease, and the use of pesticides. The South African component of an international project on the value and sustainable use of pollinators was launched in October 2010. Already the project is active in Limpopo, the Eastern Cape and the Western Cape and the results are being shared with project partners in Ghana, Kenya, Brazil, India, Nepal and Pakistan.





CREATING **models** for integrated biodiversity management

SANBI is involved in a wide range of programmes and projects aimed at protecting, restoring and reducing loss of natural habitat in threatened biomes and ecosystems, such as our grasslands, fynbos and wetlands. These programmes provide models for biodiversity management, through which we can share our experiences and lessons learned.

Rehabilitating our **wetlands** while creating jobs

The Working for Wetlands programme concretely addresses the need for ecosystem rehabilitation while at the same time creating jobs and skills. This acclaimed programme turned ten this year and received a Star Award at the Impumelelo Trust 2010 Sustainability Awards, which recognise public service innovation and excellence.

The 2011 World Wetlands Day celebration took place at the Verlorenvlei wetland in the Western Cape with an international delegation of mayors from about 20 cities attending. The event – with the theme *Wetlands, Forests and Climate Change* – formed part of the International Local Action for Biodiversity Workshop 2011. Since rehabilitation activities in Verlorenvlei began in 2006, over 2,000 hectares of alien vegetation have been eradicated, resulting in an increase in the amount of freshwater flowing into the estuary and an increase in bird life. About 39 job opportunities were created through the project.

Working for Wetlands tally for 2010

93 wetlands rehabilitated

1,478 people employed

162,208 person-days of work

168 SMMEs used

(164 historically disadvantaged enterprises)

Conserving our **grasslands** as protected areas through stewardship

The South African grasslands biome is the second largest biome in South Africa, and also one of the most threatened, with 30% irreversibly transformed and only 1.9% of the biodiversity target for the biome formally conserved. The Grasslands Programme aims to protect and conserve grasslands by working in partnership with the agriculture, forestry, urban development and coal mining sectors.

This year, through our partnership with WWF and Mpumalanga Tourism and Parks Agency, we achieved the proclamation of 23,600 ha of farmland as KwaMandlangemphisi Protected Environment under biodiversity stewardship. Through our mainstreaming work with the forestry sector, we successfully secured the first three grassland biodiversity sites owned by forestry and declared these as nature reserves under the Protected Areas Act. The proclamation will unlock doors for other forestry companies to follow and secure priority grasslands under biodiversity stewardship.

Protecting the **Cape Floristic Region**

The Cape Floristic Region is internationally known for its extraordinary plant diversity. This tiny area contains 9,000 plant species, 6,000 of which are found nowhere else on earth. The CAPE Biodiversity Conservation and Sustainable Development project, funded to the tune of US\$12 million by the Global Environment Facility, was created to deal with threats and pressures to this area, including invasive alien

plants, agriculture and urban development. During 2010, SANBI oversaw the successful close of the project, which included a two-day conference to celebrate the project's achievements. In the final project evaluation, SANBI received a 'highly satisfactory' rating for its co-ordination role, a rating rarely achieved. CAPE was also praised for being effective and efficient, with a cohesive team, good leadership and excellent team spirit.

'Insuring' our seeds for the future

The Millennium Seed Bank project is an international project whose purpose is to provide an 'insurance policy' against the extinction of plants in the wild by storing seeds for future use. SANBI signed a new Access and Benefit Sharing Agreement with the Royal Botanic Gardens, Kew, UK for a further five-year partnership ending in 2015 with the Millennium Seed Bank Project.

Activities related to the project this year included a survey among SANBI horticultural staff to identify their horticultural, collecting and seed banking skills and training requirements, and a gap analysis of all Gardens with cultivated collections regarding their plant records infrastructure, systems and capacity. Our new Garden Records Database was rolled out across the Gardens and training was provided to horticultural and plant records officers to enable them to accurately document, monitor and report on their living plant collections.

Sharing lessons on land reform and biodiversity based livelihoods

The Land Reform and Biodiversity Stewardship Programme aims to demonstrate the successful delivery of both socio-economic and conservation benefits at a project level and establish a network of learning regarding land reform and communal lands and biodiversity stewardship. This year SANBI, the Department of Environmental Affairs and the Department

of Rural Development and Land Reform hosted a national learning exchange in Mpumalanga at Botshabelo, one of the project sites. Community groups from across the country shared lessons on how the land should be managed to benefit both the communities themselves and the natural resources.

33% achieved

of South Africa's threatened plants in National Botanical Gardens collections or in the Millennium Seed Bank or both

Target 34%

37% achieved

of critically endangered South African plant taxa in National Botanical Gardens collections or in the Millennium Seed Bank or both

Target 38%

85% achieved

of extinct in the wild South African plants in National Botanical Gardens collections or in the Millennium Seed Bank or both

Target 70%

Working with the petroleum and diamond mining sectors to secure our marine biodiversity

Our marine mainstreaming efforts this year involving the petroleum and diamond mining sectors included:

- completing a collaborative project with the petroleum sector to build the information base to support sound environmental management for this sector

- supporting the development of a Biodiversity Action Plan for offshore diamond mining in De Beers ML3 mining licence area
- establishing a multi-sectoral offshore biodiversity forum to share scarce and expensive offshore biodiversity information, and support integrated ocean management and responsible offshore industries across multiple sectors.

Conserving the Succulent Karoo through sound environmental management

The Succulent Karoo is home to the richest succulent flora on earth, as well as high levels of endemic plants and reptiles. The Succulent Karoo Ecosystem Programme has been working in this region to combat pressures such as grazing, agriculture and mining. The Critical Ecosystem Partnership Fund, which funded the programme, praised the programme's work over the last ten years in its assessment report, which was published this year.

Building capacity in southern Africa around biodiversity strategies

SANBI made a presentation entitled *Integrating biodiversity into landscape-level planning* at a Convention on Biological Diversity regional workshop held in Botswana. The aim was to build the capacity of southern African signatories to the Convention in order to update National Biodiversity Strategies and Action Plans and to help facilitate national implementation of the Strategic Plan for Biodiversity 2011–2020.

Much interest was expressed in South Africa's cutting-edge approach to systematic biodiversity planning and the potential for our further involvement in capacity development in the SADC region and beyond.

Sharing experiences of community involvement in conserving nature in the Cape Flats

Creating an awareness and appreciation for nature in impoverished urban areas is a core aim of the Cape Flats Nature project. The project operates by employing a people-centred approach to conservation, incorporating community members and organisations in developing a strategy to create awareness about biodiversity conservation, and cleaning up polluted areas.

This year the project published a book that documents its learning over the last eight years. The book, *Growing Together: Thinking and Practice of Urban Nature Conservators*, explores nature conservation management practice that integrates biodiversity and socio-economic development priorities, together with the thinking behind this practice, by drawing on experiences documented through case studies, interviews, workshops and reviews.

South Africa leads Biodiversity for Development innovations

The Deputy Minister of Water and Environmental Affairs, Rejoice Mabudafhasi, launched a groundbreaking publication entitled *Biodiversity for Development: South Africa's Landscape Approach to Conserving Biodiversity and Promoting Ecosystem Resilience* in October 2010 at the Convention on Biological Diversity's Conference of the Parties 10 held in Japan. The book was praised for showing that it is possible to address environmental issues in tandem with other challenges, such as unemployment and food crises. The Minister of Water and Environmental Affairs, Edna Molewa, launched the book locally in Pretoria in November.

Provinces and partners commit to the Grasslands Programme

The former Minister of Water and Environmental Affairs and eight MECs responsible for the environment portfolio in their provinces signed the Grasslands Declaration, emphasising their commitment to the conservation of grassland biodiversity. Over 16 Grasslands partners signed a memorandum of agreement with SANBI to commit to the implementation of the programme.



National Biodiversity Planning Forum: community of practice helping to streamline development

South Africa has developed groundbreaking information tools to help streamline development decision-making, while safeguarding precious natural resources. These innovative tools were showcased at SANBI's annual Biodiversity Planning Forum, hosted in Wilderness in the Southern Cape in March by SANBI and the Department of Environmental Affairs.

Addressing the Forum, the Department's Director-General, Nosipho Ngcaba, highlighted the importance of conserving biodiversity as part of the nation's ability to unlock the 'green economy', maintaining areas of natural habitat to help adapt to climate change, while also creating work opportunities. She said that: 'South Africa is widely recognised as a world leader in systematic conservation planning. We have made great strides in developing accessible maps and guidelines that can slot directly into our spatial and development planning, and have made significant inroads into the massive task of training municipal and provincial officials to use these products in making wise decisions to site forestry, agriculture, mining, housing and tourism developments appropriately.'



CONSERVING biodiversity

through our National Botanical Gardens

Kirstenbosch, Harold Porter, Hantam, Lowveld, Walter Sisulu, Pretoria, Free State, KwaZulu-Natal, Karoo Desert ... these are the nine National Botanical Gardens that SANBI manages. These magnificent Gardens are home to an extensive range of plants, animals, insects and birds and are open to the public to enjoy and admire. During this year, the Gardens continued to strengthen their roles as key nature-based urban centres of biodiversity, education and culture in South Africa.

Gardens host over a million visitors

SANBI's Gardens hosted 1,273,804 visitors during the year, illustrating their value as nature-based tourism facilities and their attraction for South Africans and international visitors. Although excellent figures, this was a slight decrease in visitor numbers of 1.5%, due to the absence of international concerts at Kirstenbosch, reduced marketing capacity and investment as a result of budgetary constraints, and a poor flowering season in the Karoo Desert and Hantam Gardens. Nevertheless, this represents an 11% increase in budgeted own income for the Gardens for this financial year. Non-concert visitor numbers in Kirstenbosch increased year-on-year by 4%. Visitor numbers increased year-on-year in the KwaZulu-Natal (75,010; 19%), Walter Sisulu (187,297; 4%) and Lowveld (78,280; 1%) Gardens.

Over 35,000 education beneficiaries

SANBI exceeded our target of 29,000 by hosting lessons for 37,679 beneficiaries at our various Garden-based Environmental Education Centres. Our concerted efforts to market our environmental programmes to schools that had never participated previously paid dividends with learners of some 60 'new' schools attending lessons. The number of lessons facilitated with learners with special educational needs, youth, community and adult groups also increased significantly. Even in the Eastern Cape where a formal garden does not exist, significant inroads have been made to conduct biodiversity education programmes.

1,273,804

visitors to our National Botanical Gardens

37,679

beneficiaries of environmental education

Target: 29,000

75,754

visitors to Kirstenbosch
in December (excluding concerts)

Highest monthly visitor number
in the 97-year history of the Garden

A new Garden expected to be gazetted
in the Eastern Cape next year



Celebrating the International Year of Biodiversity in our Gardens

Concerts, exhibitions, festivals, tree planting, clean-up events, carols by candlelight, environmental theme days... these were some of the activities hosted in the Gardens to celebrate the International Year of Biodiversity. Old Mutual-sponsored Kirstenbosch Summer Sunset Concerts were attended by 85,278 people at an average of 4,488 per concert.



Six environmental theme days were celebrated with various beneficiaries at our Environmental Education centres: Water Week, Biodiversity Week, World Environment Week, Weed Buster Week, Wetlands Day and Plant Conservation Day. All our centres also conducted careers' expos with posters and brochures distributed to different audiences.



97-year relationship with Botanical Society of South Africa cemented

A formal memorandum of understanding was signed between SANBI and the Botanical Society of South Africa to provide greater structure and guidance to this important relationship. The partnership that has existed between the two organisations since 1913 is considered key to the success of South Africa's National Botanical Gardens.

Another Chelsea medal for SANBI

SANBI's 35th consecutive annual horticultural exhibit at the Royal Horticultural Society's Chelsea Flower Show in London, UK, was awarded a Silver Medal, and the display recreated in Durban, Johannesburg and Kirstenbosch in the months following the actual show.

Developing and maintaining infrastructure

With various partners, we developed a new Desert Birds Interpretive Trail in the Karoo Desert Garden, and a new Braille Tree Route in the Pretoria Garden. A new Water-wise Display Garden was developed in the Walter Sisulu Garden, and a new Useful Plants Garden in the Lowveld Garden. Capital projects completed during the year included new tourism infrastructure in the Harold Porter and KwaZulu-Natal Gardens, as well as new environmental education offices in the Walter Sisulu Garden. Interpretive signage was developed for upgraded walking trails in the Hantam Garden.

Since the safety of our visitors is a priority, we continued to improve on the security infrastructure in several Gardens.

Expanding our Gardens to under-represented areas

As part of our commitment to bringing biodiversity to the widest possible range of people, we plan to establish a national botanical garden in each of South Africa's nine provinces. This year, the SANBI Board approved a National Botanical Gardens Expansion Strategy, which plans Gardens for the Eastern Cape, Limpopo and North West Provinces over the next 5–10 years, as suitable sites are identified and funds become available. During the year, a site near East London was identified for that province, and following discussions and negotiations with a range of stakeholders, it will probably be proclaimed, declared and gazetted in the next financial year. We have also identified potential sites for a new Garden in Limpopo Province.

Sharing and supporting African Gardens

SANBI continued to support other botanical gardens in Africa and the surrounding regions. This included municipal and university botanical gardens in South Africa. We also assisted garden representatives from Oman, Ghana and Ethiopia.

External review to improve our commercial operations

With support from National Treasury, an external review of SANBI's commercial operations was undertaken, which included visitor surveys in several Gardens. Based on the recommendations, we developed an action plan that will be implemented in the new financial year.

PROVIDING **policy advice**

15

and support to government

A key aspect of SANBI's role is to provide science-based policy advice, ensuring that South Africa's excellent biodiversity science informs biodiversity policy.

This year, SANBI provided support to the Department of Environmental Affairs in various ways.

Reporting on the **state of biodiversity**

SANBI's mandate includes assessing and reporting regularly on the state of biodiversity in South Africa. For the last two years, we have been engaged in analysis for the National Biodiversity Assessment 2011. The Assessment (previously the National Spatial Biodiversity Assessment) provides a comprehensive evaluation of the state of biodiversity in terrestrial, freshwater, estuarine and marine environments, and is published every five to seven years. A report summarising the results will be published during 2011.

Supporting the **implementation of the Biodiversity Act**

The Biodiversity Act provides important new tools for biodiversity conservation across the landscape, not just in protected areas. This includes publishing bioregional plans and developing Biodiversity Management Plans. This year, SANBI assisted in developing draft norms and standards for Biodiversity Management Plans for Ecosystems. Biodiversity Management Plans may be published for ecosystems of special concern, and provide a mechanism for involving a range of civil society partners in pro-active conservation work.

Strengthening **biodiversity stewardship** policy and programmes

Biodiversity stewardship involves contractual agreements with private or communal landowners whose land is of high biodiversity value, in support of protected area targets set in the National Protected Area Expansion Strategy. This year, we provided technical support in the drafting of the National Biodiversity Stewardship Policy.

Producing a draft Biodiversity Management Plan for *Pelargonium sidoides*

Pelargonium sidoides has been used traditionally in South Africa to treat a variety of ailments and, since the late 1800s, products based on *P. sidoides* have been marketed in Europe to treat respiratory tract infections. These products are based on wild harvesting. We drafted a species management plan, one of the first in terms of the Biodiversity Act, to address the concerns regarding the sustainability of the levels of harvest to ensure the future of this species.

Contributing to **climate change policy**

SANBI engages intensively with a range of national, regional and international science and science policy processes. This year, we made significant contributions to:

- a Climate Change Strategy for the Biodiversity Sector
- South Africa's Green and White Papers on a national climate change response
- South Africa's Second National Communication to the United Nations Framework Convention on Climate Change, which SANBI led, and which has now been publicly reviewed
- the Department's negotiating teams, especially in United Nations Framework Convention on Climate Change and Convention on Biological Diversity forums.

Kickstarting policy around **biodiversity offsets**

Biodiversity offsets are conservation actions intended to compensate for the residual, unavoidable harm to biodiversity caused by development projects, such as mining, so as to ensure that there is adequate compensation for significant adverse impacts on biodiversity remaining after all feasible attempts to avoid or mitigate such impacts. Although there is a great deal of public and private interest in offsets, at present there is no clarity on:

- what qualifies as biodiversity offsets
- when to consider biodiversity offsets
- the administrative processes and procedures to be followed when implementing biodiversity offsets.

SANBI, at the request of the Department, therefore initiated the development of a National Biodiversity Offsets Policy

with an inception workshop held this year, primarily as a capacity-building event to discuss and gain feedback on the draft policy concept note.

Developing guidelines for **biodiversity education**

We held a workshop in September at which we produced a recommendations table showing the strengths and weaknesses of curriculum writers in terms of biodiversity messaging and representation. We aim to provide ongoing support by developing environmental guidelines for textbook writers, publishers and teachers.

Supporting policy around **fisheries**

We work closely with both the Oceans and Coasts Branch of the Department of Environmental Affairs and the Fisheries Branch of the Department of Agriculture, Forestry and Fisheries. This year, we provided constructive comments to support the development of South Africa's small-scale fisheries policy.

Resource economics and the **green economy**

We convened a Green Economy Think Tank, and developed a discussion document on Payments for Ecosystem Services with a view to supporting the establishment of a national programme in South Africa. Payments for Ecosystem Services is the practice of offering payments to landowners and landusers in exchange for managing their land to provide some sort of ecosystem service, such as the provision of water. These programmes promote the conservation of natural resources in the marketplace. SANBI participated in a learning exchange with Costa Rica, the first country to implement a national payments for ecosystem services programme.





Incorporating climate change design principles in systematic biodiversity planning

The prestigious international World Resources Report invited SANBI to submit a case study entitled *South Africa: Ecosystem-Based Planning for Climate Change*.

The case study, prepared in collaboration with SANParks, showcases our innovative work in incorporating climate change design principles in systematic biodiversity planning in South Africa – informing both the National Protected Areas Expansion Strategy and the production of fine-scale maps of Critical Biodiversity Areas and Ecological Support Areas in many municipalities and provinces.

Making the case: drawing attention to biodiversity messages among decision-makers

In partnership with the Department of Environmental Affairs, SANBI initiated the **Making the Case** project. This project aims to improve positioning and increase support for biodiversity with decision-makers through a messaging strategy. The draft strategy includes the development of products such as this infographic (left).

Sending the message into schools and universities through film

SANBI collaborated with a non-profit organisation to produce a set of eight short documentary films called 'CareTakers' for schools. These films tell the personal stories of people involved in nature conservation. They are designed as a teaching tool, with a facilitators' guide to promote discussion in learning groups. (www.caretakers.co.za)

One of the films, *The Guardian*, was judged **best short film** at the international Wild Talk Africa film festival held at Stellenbosch in March.



BUILDING

capacity

and sharing information





Through our extensive managed network, SANBI is able to work in a structured and cost-effective way with a wide range of partners on different biodiversity issues. To optimise our ability to share information and resources in the biodiversity sector, we make use of discussion forums, websites, specimen loans and publications.

The Global Biodiversity Information Facility: Laying the foundations of the Africa Regional Node workshop

Africa was nominated to lead the implementation of the Global Biodiversity Information Facility Africa Regional Node workshop. SANBI chaired the planning meeting to draw up the agenda and chaired the actual workshop, which was held in Uganda and attended by 14 African countries. The aim of the workshop was to strengthen collaboration, co-ordination and communication across continent nodes.

The Biodiversity Advisor website: well-used resource for biodiversity information

The Biodiversity Advisor website continues to provide free and easy access to SANBI's biodiversity information. In addition to the growing number of registered users on the website, we uploaded 21 spatial layers and completed 145 land use analyses. (www.biodiversityadvisor.sanbi.org)

1,159

users registered on the Biodiversity Advisor website

11,665,938

specimen records hosted on the Biodiversity Advisor through the SABIF data portal

The South African Biodiversity Information Facility: Contributing funds for digitisation

The South African Biodiversity Information Facility, which SANBI manages, is a network consisting of key national partners and stakeholders who provide data through the SABIF portal and the end users of the data. These include museums, herbaria, universities, conservation agencies, government agencies and departments and NGOs. This year, SABIF provided R1,263,300 for the digitisation of data in South African institutions. (www.sabif.ac.za)

The Biodiversity Information Management Forum: Building capacity and excellence in biodiversity information

The annual Biodiversity Information Management Forum brings organisations involved in biodiversity information together to develop strategic direction, align initiatives and learn from each other. The focus of the 2010 Forum was on building capacity and achieving excellence in biodiversity information management. A delegation from Kenya brought a regional perspective and expertise in software used for digitising herbarium data. (www.infoforum.org.za)

Finalising and implementing the Biodiversity Human Capital Development Strategy

In August 2010, SANBI and the Lewis Foundation finalised the Biodiversity Human Capital Development Strategy. Its vision is a socially equitable and suitably skilled workforce of biodiversity leaders, professionals and technicians to implement the sector's complex mandate. We envisage achieving this through supporting organisations nationally to attract young people into 'green' careers and to grow and build the sector's supply of high level technical and leadership skills. We also lobby government, business

and higher education institutions to create an enabling environment for skills retention, development and planning – all for the sustainable management of our biodiversity.

SANBI and the Lewis Foundation signed a memorandum of understanding in March 2011 to formalise their commitment as the lead partners to facilitate, catalyse and implement sector-wide initiatives.

We have established two networks:

- The Teacher Development Consortium, which is piloting a professional development programme for teachers
- A Human Resources Development Network, whose outputs include a toolkit with modules on 'Working with SETA's' and 'A guide to improved workplace skills planning' currently in draft format.

An extensive database of environmental training courses and providers was compiled which is available on www.skillsforbiodiversity.org.za.

Providing a platform for interaction at the Environmental Skills Summit

We co-hosted the first national Environmental Skills Summit in March 2011. About 180 people attended the event, which provided a platform for deliberating challenges and formulating solutions, and a forum for interaction between the environmental sector and the skills sector.

Rewarding good environmental practice in schools

The Ecoschools Programme is a national programme aimed at building environmental awareness and practices in schools. The programme recognises environmental best practices by schools through a system of awards. This year, with our partners, SANBI successfully co-ordinated the Fynbos node in the Western Cape, which comprises five schools. One school won a Platinum Award, two schools won Gold and two achieved International Flags. A funding strategy for the Ecoschools Programme was finalised, and included in the programme strategy.

Greening schools

The Outreach Greening Programme works with partners to promote the development of indigenous, water-wise gardens at schools and in communities throughout the country. This year, we greened schools in three provinces: Gauteng, Western Cape and Eastern Cape. The popularity of the Greening Programme continues to rise as evidenced by media publications both nationally and internationally, with enquiries from the public and even members of parliament.

14 schools greened

Over 4,000 plant specimens loaned for research

Over two million preserved plant specimens are housed in SANBI's National Herbarium, the KwaZulu-Natal Herbarium and the Compton Herbarium. Researchers across the world make use of these extensive collections. This year, we provided over 4,000 specimens on loan to 31 institutions and identified 7,082 plant specimens for external clients.

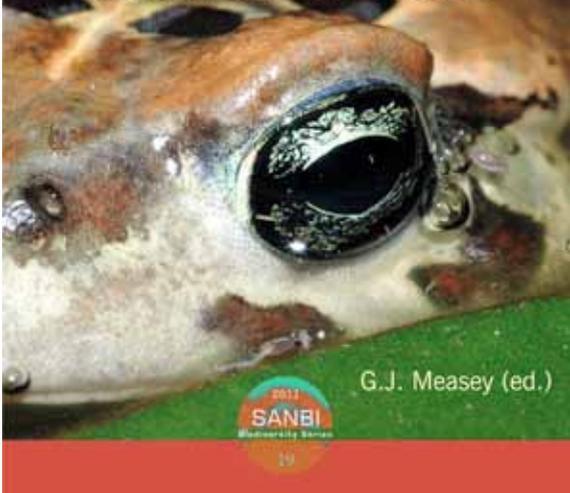
375 plant specimens added to our herbaria

Over **30,000** records added to Precis data base, an electronic database of southern African plants

Assessing almost 100 biodiversity research collections in South Africa

To address concerns about the future of natural science collections in museums, science councils and universities, SANBI collaborated in a major assessment of the biodiversity research collections in South Africa. The assessment reported on the holdings of almost 100 collections, risks to their security, and the extent of use of the collections and associated information. Recommendations for securing the collections and for increasing access to these were made in the report, which will be released after a consultation process.

Ensuring a future for South Africa's frogs: a strategy for conservation research



Some of this year's publications

Our *Biodiversity Series* publications

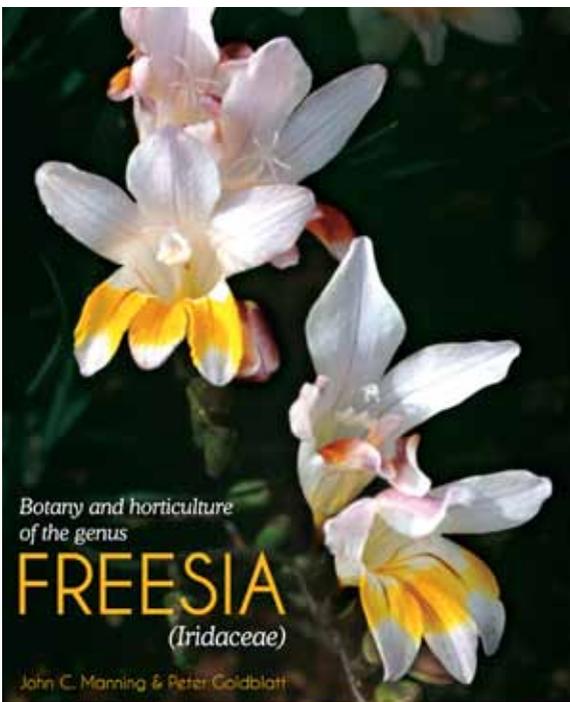
- *National Protected Area Expansion Strategy*
- *Environment and economy: mind the gap*
- *Ensuring a future for South Africa's frogs: a strategy for conservation research*
- *Pollen wasps and flowers in southern Africa*
- *Butterflies of South Africa's National Botanical Gardens.*

Papers, books, book chapters and popular articles

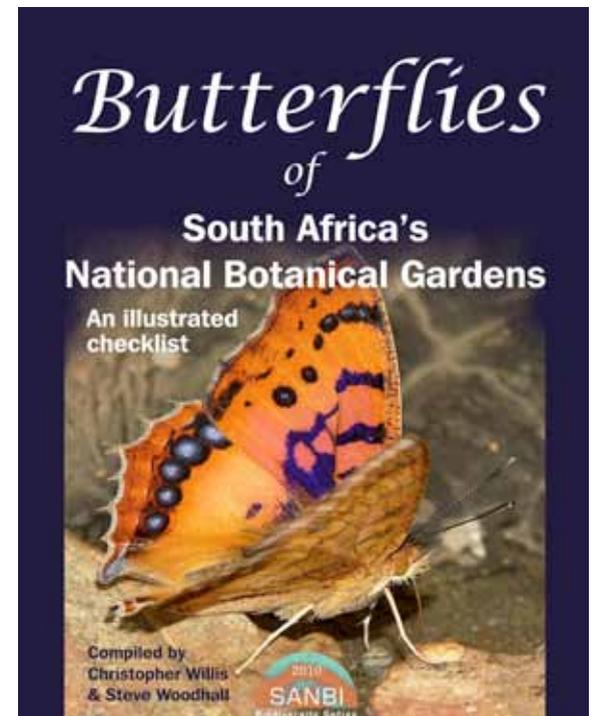
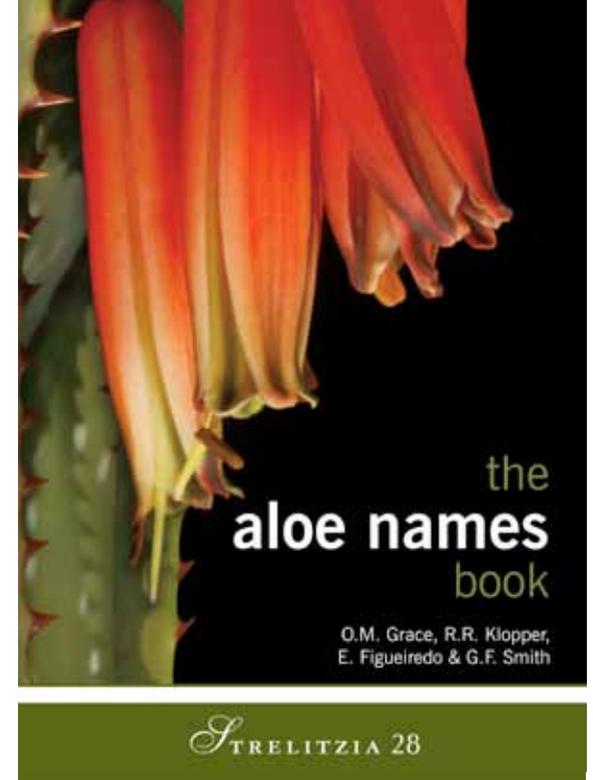
We conducted surveys of poorly explored areas to document plant species and to broaden the herbarium collections, as well as taxonomic research on neglected and priority plants of South Africa. This research resulted in 78 papers in peer-reviewed scientific journals, two book chapters and two books, as well as 20 popular articles this year. These publications included the description of 16 new plant species from South Africa.

Our *Strelitzia Series* publications

- *Botany and horticulture of the genus Freesia*
- *The Aloe names book*
- *Vegetation of South Africa, Lesotho and Swaziland* (reprint)



STRELITZIA 27



DEVELOPING effective systems

and processes and building our human resources

We are creating an environment that attracts, develops and retains skills in the biodiversity sector through our internal employee programmes and human capital managed network relationships. Our human resources strategy emphasises career paths, continuous learning, nurturing talent and a transformed appointment strategy.

We are committed to running SANBI according to financial, governance and operational best practice principles. To achieve this and ensure our long-term financial and

institutional sustainability, we must be economical, efficient, effective and transparent, and have a strong corporate identity.

One of SANBI's most important assets is its intellectual property. Our improvements in the IT field have ensured that while our intellectual property is accessible, it is also safeguarded.

Achieving sustainable transformation of the Institute

SANBI launched a sustainable transformation programme towards the end of 2009 with the assistance of the Technical Assistance Unit of the National Treasury. The programme has five phases, three of which are now completed. The first three phases identified certain challenges:

- Leadership: All senior managers have attended leadership courses
- Communication: An internal communications strategy has been developed and a Management Committee has been established
- Shared values: We reviewed SANBI's existing values and new values were adopted and a change statement developed. Our values are on page 1 of this annual report.

Sustainable employment equity transformation

SANBI is striving to redress the inequities of the past by appointing and empowering employees particularly from the designated groups.

Our professional development tally for 2010–2011:

18 work-integrated learning students in Horticulture and Nature Conservation

1 Kirstenbosch Scholar

37 interns

10 undergraduate bursaries

3 Honours bursaries

9 Masters bursaries

2 MScs completed (one with distinction)

11 PhDs in progress

5 postdoctoral students hosted

Employee profile

Our current employee profile is broken down in the table below:

Race/Gender	AM	AF	CM	CF	IM	IF	WM	WF	TOTAL
Numbers	246	108	106	81	7	10	48	86	692
Percentage	35.55%	15.61%	15.32%	11.70%	1.01%	1.44%	6.94%	12.43%	100%

New employee appointments

The table below details our appointments in this financial year:

Race/Gender	AM	AF	CM	CF	IM	IF	WM	WF	TOTAL
Numbers	15	4	4	8	1	0	2	4	38
Percentage	39.47%	10.53%	10.53%	21.05%	2.63%	0%	5.26%	10.53%	100%

Developing horticultural skills in our Gardens

This year, we expanded our exchange programme, giving our horticultural employees the opportunity to brush up on plant recording techniques, succulent plant maintenance, cycads identification, propagation, cultivation, conservation and maintenance.

Mentoring in research capacity and retaining knowledge

The research divisions facilitated two workshops aimed at developing research capacity through mentoring. A third mentoring workshop, aimed at retaining horticultural knowledge, was held at Kirstenbosch.

Providing a career ladder for researchers

To attract and retain highly skilled professionals, SANBI initiated the development of a career ladder for researchers. This is part of a broader initiative to develop career models for different streams of biodiversity professionals.

Employee health and wellness

The wellbeing of employees is a priority for SANBI as demonstrated by the continuing Employee Assistance Programme and various Employee Health and Wellness Programmes. Throughout the year, awareness sessions focusing on life-threatening diseases and sound financial management were facilitated at all SANBI centres.

Building positive employment relations

The implementation of the recommendations of the Relationship Building Exercise between SANBI and NEHAWU has cemented a collegial working relationship between the Institute and the Union. The year under review did not witness any form of industrial action.

Rising to the IT and communications challenge

This year, we rolled out our office communication services to improve inter-office communication and reduce our carbon footprint. These new services included:

- network infrastructure optimisation
- phase one of a telephony optimisation exercise
- website redevelopment for the Botanical Society of South Africa (www.botanicalsociety.org.za), and
- the installation of a new backup environment for the Institute.

Implementing the second phase of our corporate website

Our corporate website entered its second phase of development which includes a major technical overhaul and will result in the Institute having an interactive and dynamic site for the first time.

Over **25 million** hits on **SANBI website**
 Nearly **6 million** pages accessed

Completing the development of the Institute's corporate identity

This year saw the completion of SANBI's new logo, look and feel and corporate identity. These reflect our expanded mandate in an appealing and contemporary way.

Developing a one-stop portal

We spent time communicating to SANBI employees various projects, including intranet redevelopment, which will not only revolutionise the current way of communication and document collaboration but will also benefit the greater employee community by being a one-stop-shop for all company information and resources.

Limiting our carbon footprint by reducing our hardware

We are proud to have been a case study for DELL computers, which resulted in us minimising our hardware infrastructure by 76%, and therefore lowering our carbon footprint. The case study for review is available at www.dell.com/casestudies/emea

We are getting greener
76% reduction in IT hardware

Achieving full financial and legal compliance and transparency

SANBI's statutory and compliance reports have been consistently produced and submitted to the relevant authorities such as the Audit Committee, the Board, the Department of Environmental Affairs and National Treasury.

This last financial year saw the enhancement and implementation of the consolidated accounting and procurement system for a more transparent budgetary control and supply chain management.

For the first time in the history of SANBI, users from all our Gardens can process their transactions electronically from remote sites.



Key Performance Indicators

ACTUAL PERFORMANCE measured against key performance indicators

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Key Result Area 1: Understanding biodiversity and understanding bio-adaptation to climate change			
Result 1.1 A biodiversity research strategy and framework for South Africa is developed and implemented and reviewed when appropriate			
A strategy that provides a framework for co-ordinated research in policy-relevant areas to support the National Biodiversity Strategy and Action Plan, the national Biodiversity Framework, the NEMBA regulations, and international agreements	Draft National Biodiversity Research Strategy completed	Achieved	
	Amended Applied Biodiversity Research Strategy	Achieved	
Strategic research partnerships, delivering knowledge that is relevant to national biodiversity priorities (Also speaks to KRA5)	Signed MOUs, MOAs, SLAs or contracts with partners	Achieved	Two booklets on the use of Red List data were published. Specific information for bioregions still needs to be extracted and will be done if additional funding can be secured
	Key findings on threatened plants used in bioregional programmes communication and fundraising processes	Partly achieved	
A comprehensive biosystematics strategy developed in support of a broader biodiversity research strategy	A national strategy developed for zoological systematics in South Africa for incorporation into the overall biosystematics research strategy	Partly achieved	Strategy will be aligned with National Biodiversity and Biosystematics strategies, when completed
	Final document on zoological systematics strategy produced and available	Partly achieved	Strategy will be aligned with National Biodiversity and Biosystematics strategies, when completed
Result 1.2 A national research agenda relating to climate change and bioadaptation is developed and implemented and knowledge benefited and documented			
A research plan for climate change and bioadaptation is developed and being implemented	CCBA team research activities are aligned with and guided by the three-year science plan	Achieved	Strategy document including science plan available to senior SANBI stakeholders, and awaiting Exco approval, after which it will be available to external stakeholders
	CCBA team members report progress and performance against priorities as defined in the three-year science plan	Achieved	
	System map of actors in climate change vulnerability, impacts and adaptation research in South Africa and relevant neighbouring countries is developed	Achieved	
	Three-year science plan is available to SANBI and external stakeholders	Partly achieved	
Climate change adaptation responses: building ecosystem resilience	Relevant biome-specific adaptation options are being reviewed and summarised in conjunction with collaborators	Achieved	
Result 1.3 Research in key policy-relevant areas is undertaken, guided by the priorities in the National Biodiversity Strategy and Action Plan and the National Biodiversity Framework			
Research outputs on the risks to biodiversity, the value and sustainable use of species and ecosystems and the management of species and ecosystems of special concern	Research on land degradation and biodiversity conducted	Achieved	
	Updated electronic maps accessible on BGIS website	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Research outputs on the risks to biodiversity, the value and sustainable use of species and ecosystems and the management of species and ecosystems of special concern	Programme of work for research on high priority TOPS, CITES and medicinal species	Achieved	
	At least two student research projects underway	Achieved	
	Knowledge generated and capacity strengthened on biodiversity and ecosystem services	Achieved	
	Research papers and reports submitted to partners based on population ecological research on threatened seabirds, ibises, and range expanding birds	Achieved	
	Funding secured for Fynbos research from TMF/WWF	Not achieved	TMF/WWF are unable to fund the project without co-funding. The future of this programme will be linked to national funding as part of the national research strategy
	Research papers published by ABRD staff and relevant reports submitted	Achieved	
Research commissioned that supports implementation of the NBSAP and NBF	Full-time students utilise bursaries to value of R300 000 from the Grasslands Programme for MSc, PhD or Postdoc research on priorities in Grasslands research strategy	Achieved	
Result 1.4 A comprehensive biodiversity monitoring framework is developed, approved and implemented			
Climate change impacts and trends monitoring: Managed network for monitoring and reporting on climate change impacts and adaptation responses is established	CCBA team and managed network collaborators are engaged with the monitoring strategy, and are contributing to the delivery of required data	Achieved	
	Research activities required to develop scientific publications and assessments are underway	Achieved	
	Popular media have published articles describing early results	Achieved	
A framework for monitoring biodiversity is developed and implemented	EIA Data Collection Tool is used by provincial officers, EIA practitioners and scientists	Achieved	
	Threatened Species identification Tool for law enforcement officers, provincial officers and scientists developed	Achieved	
	Biodiversity Indicator report published and launched	Achieved	
	Biodiversity Monitoring strategy approved by the Steering Committee	Partly achieved	A draft strategy is available. The resignation of the project manager has prompted the strategy to be re-visited
	In conjunction with the UNEP-WCMC, coordinate workshops on developing regional capacity for developing biodiversity indicators	Achieved	
	An initial project on Early Detection and Rapid Response of invasive species is successfully completed and continued funding is secured	Achieved	
	Final report on Norwegian-South African collaboration biosafety project	Achieved	
	Monitoring framework for Bt maize is in place	Achieved	
	Monitoring framework for listed invasive species is in place	Not achieved	Awaiting publication of the national regulations and lists by the Minister. Framework will be completed once there is clarity on the requirements for the regulations
Strengthened relationship with SAEON through revised MOA or MOU	Achieved		

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
A framework for monitoring biodiversity is developed and implemented <i>contd.</i>	Plan for continuation of environmental observatories is produced	Not achieved	This project was initiated in collaboration with SAEON, but recruitment of a suitable post-doc was unsuccessful. The MOA with SAEON is under review and a decision on the post-doc will be taken once the MOA has been revised
	Scientific Authority has access to the scientific information required for decision making	Achieved	
	Administrative support provided to the Scientific Authority	Achieved	
	All 20 CREW existing groups in the Cape Floral Region, KZN, Mpumalanga and Succulent Karoo have annual plans approved and implemented	Achieved	
	Expand the CREW volunteer network to operate into Pondoland and include work with traditional healers	Achieved	
	Engage with Historically Black Universities to expand volunteer network to include more HDIs	Achieved	
	Effective modelling and experimental approaches developed	Achieved	
	Red Lists for priorities species groups published and threatened species mapped spatially	Achieved	
	South African Butterfly Conservation Assessment conducted	Achieved	
	South African Reptile Conservation Assessment conducted	Not achieved	SANBI managed network partner, the Animal Demography Unit (UCT), has not completed this project due to lack of funds. Completed manuscript due during the next financial year
	SANBI Threatened Species Strategic Plan produced	Not achieved	Due to capacity constraints and additional workload on remaining staff
	Red List Assessments completed for plant species whose status has changed during 2009 and 2010	Achieved	
	Red List available online	Partly achieved	There was a delay in getting the database online but steps taken to ensure it comes online in the next financial year
	Red lists for priority species groups published and threatened species mapped spatially	Partly achieved	The Red lists for amphibians was published. The lists for reptiles and butterflies have been delayed due to logistical problems and will be published in the next financial year
	Priority plant lists published	Not achieved	IUCN have not processed the original 6,000 assessments submitted in 2009–2010 year and have advised that SANBI hold further submissions until they have processed the first batch
	South Africa's plants that occur in other SADC countries that have been red listed have been endorsed by regional botanists	Partly achieved	Meetings held with three SADC countries but insufficient resources to meet with more. Meetings will take place if funding obtained
	IUCN Plant Specialist group Chairperson responsibilities fulfilled	Achieved	
Approximately 3,500 new records of threatened plants available for the Northern Regions, the CFR and SK	Achieved		
Northern Regions digitisation officer recruited	Achieved		
A set of national biodiversity indicators that cover the conservation status of species and ecosystems, GMOs, invasive species and the overall status of biodiversity is continually updated and reported on to the Minister	Advanced spatial analysis conducted to produce maps of land degradation and land cover	Not achieved	Discontinued due to resignation of project leader and budget constraints

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
<p>A set of national biodiversity indicators that cover the conservation status of species and ecosystems, GMOs, invasive species and the overall status of biodiversity is continually updated and reported on to the Minister <i>contd.</i></p>	Cape Floristic Region Land cover data analysis complete and initial assessment result available	Achieved	
	Trends and drivers of natural habitat loss identified and final report available	Achieved	
	Grasslands M & E framework developed and aligned with national framework	Achieved	
	Bioregional M & E frameworks completed and aligned with emerging national framework	Partly achieved	Final list of indicators secured and data for 50% of indicators gathered and fully aligned with national processes. Awaiting data from National Biodiversity Assessment and Biodiversity Monitoring to finalise headline indicators. Baseline data gathering under way
	SKEP M & E framework and reporting guideline revised and aligned to other divisional frameworks	Partly achieved	The completion of the SKEP M & E framework is awaiting finalisation of the national indicators
	Action plan developed to help guide the implementation of the framework	Partly achieved	Action plan for implementation will be developed once framework is complete. However, a list of case study indicators has been developed
A South African Tree of Life (SATOL) is compiled to facilitate the establishment of a baseline for animal diversity monitoring	Checklists available on website and number of species can be counted	Partly achieved	Priority groups comprising 40% of 60,000 animal species included in checklists to date
The southern African plant diversity list is maintained through input from SANBI's herbaria	An accurate and updated list of southern African plant list widely accessible through internet	Partly achieved	List available through POSA website; some information to be updated
Result 1.5 Priority threatened species and ecosystems for South Africa are identified (both spatially and thematically)			
<p>Climate change vulnerability and impacts assessment – modelling and validation, with a focus on implications for environmental security and human livelihoods</p>	Spatial analyses are being developed to provide input for guidance on future conservation strategies, taking into account climate uncertainties	Achieved	
	Research to develop a new dynamic modelling approach to predict species vulnerability to climate change is being conducted	Achieved	
	Publications are being submitted and accepted and CCBA citation rate increases	Achieved	
	CCBA staff are invited to science meetings and into science leadership positions on climate change	Achieved	
<p>Effective modelling and experimental approaches, and reviews of best available information, are used to identify priority affected species, ecosystems and ecosystem processes</p>	National Biodiversity Assessment: Terrestrial Component Draft reports and draft maps available	Achieved	
	Final NBA terrestrial technical report available	Partly achieved	Final NBA terrestrial component report under review. Slower delivery due to capacity constraints
	Spatial analysis completed and final maps produced and submitted	Achieved	
	NBA junior conservation planner appointed and mentored	Achieved	
	Deliverables versus contract checked, signed and invoices processed	Achieved	
	Assessment methods developed	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Effective modelling and experimental approaches, and reviews of best available information, are used to identify priority affected species, ecosystems and ecosystem processes <i>contd.</i>	Maps of marine ecosystem threat status and protection levels developed	Achieved	Data has been collected but the project has been revised and deadlines have been shifted. A collaboration with SANBI's Knowledge & Information Management has been developed as a corrective measure
	NBA Marine Component Report complete	Achieved	
	National Biodiversity Assessment: Marine Component	Achieved	
	Marine Programme: Linefish Project Digital database and framework for website developed	Partly achieved	
	Database and map of point sources of marine pollution sources developed and incorporated in NBA marine component report	Achieved	
Initial work in priority regions provides information of key species, ecosystems and ecosystem processes	Draft biodiversity sector plans developed for two municipalities in the grasslands biome	Achieved	
	Reef Atlas Project for improved protection, sustainable use and benefits from reef ecosystems implemented	Achieved	
	Proposed offshore Marine Protected Area network identified and priority actions for environmental sustainability in the offshore environment identified	Achieved	
Reviews of best available information are used to identify priority affected species, ecosystems and ecosystem processes	Maps of national freshwater ecosystem priorities, developed through National Freshwater Ecosystem Priority Areas project, led by SANBI	Achieved	

Key Result Area 2: Models for integrated biodiversity management

Result 2.1 Collaborative cross-sectoral biodiversity programmes dealing with threatened biomes and ecosystems are hosted by SANBI and operating effectively

Collaborative biodiversity programmes resourced (funding secured and staff appointed)	Proposals submitted for GEF5 under guidance from DEA	Partly achieved	Concept proposals for GEF5 were submitted to DEA. Waiting on DEA's response before able to take next steps
	Additional proposals submitted to potential funders	Achieved	
	Human capacity established to develop and implement the programme	Not achieved	National Municipal Coordinator post frozen due to budget constraints. New funding being sought via GEF5 process
	Proposal submitted to French Development Agency for funding a feasibility study for municipal reserves	Achieved	
	SANBI Marine Strategy approved by EXCO and resources secured	Partly achieved	Strategy approved by EXCO with minor revisions. Resources still to be secured
	SANBI Freshwater Strategy approved	Partly achieved	Stakeholder workshop held and report distributed. Will be converted to internal strategic document in first half of the next financial year. Delayed due to absence of programme leader
	Grassland Coordination Unit staff contracted and performance management implemented	Achieved	
	Fynbos and Succulent Karoo Programme personnel and services contracts in place	Achieved	
	CAPE BCSO project Terminal Evaluation undertaken and project successfully completed	Achieved	
	Strategic support for the SKEP Programme secured and ongoing programme management functions integrated with those of the Fynbos Programme	Achieved	
	All staff recruited and performing according to agreed performance management plans	Achieved	
Collaborative biodiversity programmes resourced (funding secured and staff appointed) <i>contd.</i>	Procurement, financial management and administration systems effective	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Partnerships established and agreements signed through collaborative biodiversity programmes	National Municipal Biodiversity Programme partnerships established and stakeholder engagement maintained	Partly achieved	National Municipal Coordinator post frozen due to budget constraints. New funding being sought via GEF5 process
	Established links with SAEON and other marine institutes to maintain SANBI's Marine Programme	Achieved	
	31,470 ha rehabilitated in 87 wetlands	Achieved	
	Employment of 1,303 people for 221,913 person days, including 20,043 training days	Partly achieved	1,478 people employed for 162,208 person days, including 10,880 training days. Some projects are continuing into April as a result of rains, which will deliver outstanding person days
	Signed MOU with at least 10 partners working in the grasslands biome	Achieved	
	Effectively functioning Eastern Cape Implementation Committee maintained and secretariat services provided	Achieved	
Management and maintenance of plants and associated biodiversity in landscaped and natural areas of National Botanical Gardens	Plants from appropriate biogeographical areas displayed in NBGs	Achieved	
	Reduced infestation by alien invasive plants in all NBGs, but particularly Lowveld, Kirstenbosch, KwaZulu-Natal, Free State, Pretoria and the Walter Sisulu NBGs	Achieved	
	Walks and trails in each NGB in good condition and safe for use by visitors	Achieved	
Cultivation, propagation, display and conservation of threatened plants undertaken	Comprehensive inventory of threatened plants in cultivation in NBGs produced	Partly achieved	Kirstenbosch threatened plant collections reviewed. Data from other NGB collections currently being captured
	Gardens Conservation Programme established within the Division, using capacity within the MSBP and existing threatened plant programmes within the NBGs, to provide greater coordination and strategic leadership of conservation activities within the Division, maintain, develop and review strategic partnerships (developing MoUs/MoAs where relevant) and provide a focal point for cross-cutting conservation initiatives within SANBI	Achieved	
	34% of South Africa's threatened plants in NGB collections and/or the Millennium Seed Bank (UK)	Achieved	33% achieved
	38% of Critically Endangered South African plant taxa in NGB collections and/or the Millennium Seed Bank (UK)	Achieved	37% achieved
	70% of Extinct in the Wild South African plants held in NBGs and/or Millennium Seed Bank (UK)	Achieved	85% achieved
Efficient plant recording system established and accurate records maintained for living collections in NBGs	Computerised records kept of plant material housed in NBGs	Partly achieved	Gardens plant records (computerised and paper-based) being captured into the new Plant Records Database. Delays due to delayed roll-out (Feb 2011) of new database across NBGs housing cultivated collections
	Plant Records Database developed for the NBGs that complies with SANBI's IT standards and requirements	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Result 2.2 Best practice models for biodiversity management are developed and piloted			
Innovative approaches for improved biodiversity management are piloted and mainstreamed	Develop initiative and implement pilot projects to address the challenge of biodiversity conservation on sites that are identified for land reform	Achieved	
	Catalyse and support the development of a national biodiversity offsets policy framework	Partly achieved	Draft framework developed and national meeting held. Prioritised for next financial year
	Urban connectivity project designed for Cape Flats	Not achieved	Discontinued due to budget constraints
	Capacity developed in integrated management planning among City of Cape Town nature reserve managers	Partly achieved	Support provided to site managers to facilitate stakeholder workshops covering 15 priority biodiversity sites but unable to support formal public participation process due to budget constraints. Activity discontinued due to institutional realignment
	Greenfutures feasibility project completed in partnership with Cape Flats Nature partners	Achieved	
	Biodiversity Action Plan developed for offshore diamond mining in collaboration with De Beers to identify priority actions for biodiversity management in the ML3 mining licence area	Achieved	
	PetroSA Project on the Agulhas Bank builds knowledge to support biodiversity management in the offshore petroleum industry	Achieved	
	Two draft biodiversity sector plans developed for Gauteng (Ekurhuleni and CoJ)	Achieved	
	Activities outlined in logframe are completed	Partly achieved	Delays in the procurement of the PES project coordinator resulted in late commencement of these projects
	Implementation of PES projects at two pilot sites initiated	Partly achieved	Delays in the procurement of the PES project coordinator resulted in late commencement of these projects
	Grasslands Programme comments on SUPAR Bill, LandCare Turnaround strategy and agriculture extension recovery strategy available	Not achieved	Engagement begun. Awaiting finalisation of agricultural policy reform
	Grasslands biome ecosystems guidelines developed	Partly achieved	Draft guidelines developed. Delay due to complexity of project, stakeholder consultation and a need for external review. Final version due in the next financial year
	Three biodiversity friendly farm-based management plans developed	Achieved	
	Agroecological zones veld management guidelines developed for the pilot project	Achieved	
	23,000 ha proclaimed under protected environment in Wakkerstroom/Luneburg	Achieved	
	60,000 ha of biodiversity good management practices implemented	Partly achieved	Landowner engagement commenced in last financial year, farm management plans for implementation developed. Implementation ongoing
800 ha secured through wetland mitigation banking offsets	Not achieved	Delays in formalising agreements with mining companies beyond SANBI's control. Corrective measures implemented with steering committee approval	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Innovative approaches for improved biodiversity management are piloted and mainstreamed <i>contd.</i>	Draft framework of biodiversity and water commitments for financiers of coal mining	Not achieved	Discontinued due to changes in the priorities of the coal mining component and the capacity of partner organisations
	Pilot project identified and implementation of guidelines initiated	Partly achieved	Pilot project initiated but DEA still reviewing guidelines
	6,000 ha from 11 biodiversity sites are secured and proclaimed under NEMPAA	Partly achieved	Delays in KZN proclamation process resulted in 2,407 ha proclaimed. Remaining hectares will be secured in the next financial year
	Two small-scale timber growers have piloted the management plans and lessons learned are documented	Partly achieved	Piloting is underway. Lessons learnt document not provided by service provider. Revised approach to project has been implemented
	The fine-scale planning and biodiversity screening tools are institutionalised in the forestry sector	Achieved	
	Proclamation of stewardship sites in Gauteng under NEMPAA	Partly achieved	Application process completed but proclamation delayed due to administrative processes within GDARD
	Policies and guidelines developed (including lifestyle estate guidelines, Gauteng biodiversity stewardship strategy, Gauteng Protected Areas Expansion Strategy)	Achieved	
	Other decision-making tools finalised and packaged into the toolkit	Partly achieved	Toolkit designed. Layout and packaging awaiting finalisation of content pending external review
	Programme completed, and lessons and outcomes of CAPE Capacity Development Programme captured	Achieved	
	Institutional Capacity Development strategies completed for CoCT, ECPB, SANBI and CapeNature	Achieved	
	PES pilot in Baviaanskloof completed	Achieved	
	Sandveld water economics study completed in collaboration with DoA, DEA & DP and DWA	Achieved	
	Pilot project to mainstream biodiversity into Municipal IDPs and SDFs completed	Achieved	
Result 2.3 Lessons from biodiversity mainstreaming pilots are synthesised and shared			
Knowledge networks are coordinated and lessons captured for improved biodiversity management	Urban Nature Programme captured and shared lessons in urban landscapes through developing a case for local government's role in biodiversity management	Not achieved	Discontinued due to budget constraints. New funding being sought via GEF5 process
	Completed and launched book documenting Cape Flats Nature project approach: 'Growing Together: Thinking and Practice of Urban Nature Conservators'	Achieved	
	Evaluation report approved by steering committee. Outcomes incorporated into programme's operations and disseminated through learning networks	Partly achieved	Evaluation postponed due to reprioritisation of funds for operations. Discussions underway with WRC and international donors to fund the process
	Handbook on Project Fundraising and Marketing published	Partly achieved	Editing underway. Expected print date May 2011
	CAPE website content is updated and stakeholder database maintained	Achieved	
	CAPE eNews disseminated monthly	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Knowledge networks are coordinated and lessons captured for improved biodiversity management <i>contd.</i>	Lessons learned series published	Partly achieved	The scope of work for the handbook changed. The new publication will be completed in August 2011
	Primer on Mainstreaming Biodiversity completed and launched at the COP in Japan and in South Africa	Achieved	
	New SKEP content is uploaded to the new website and the website is updated and fully functional	Achieved	
	SKEP e-news bulletins are distributed to stakeholders on a monthly basis	Achieved	
Knowledge sharing and lesson learning opportunities provided	2011 Biodiversity Planning Forum successfully hosted with participation lists, programme and outcomes available	Achieved	
	Training programme developed	Achieved	
	Register and evaluation reports of training events held are available	Achieved	
	Partnership activities implemented and output(s) available	Not achieved	Discontinued as a result of budget constraints due to institutional realignment process
	Urban Nature workshop proceedings available	Not achieved	Discontinued as a result of budget constraints due to institutional realignment
	Proposal and/or plan for learning exchange with Brazil developed	Not achieved	Discontinued as a result of budget constraints due to institutional realignment
	Committee for multi-sectoral marine biodiversity forum established and minutes of meeting available	Achieved	
	Biodiversity Conservation and Sustainable Development Celebrating Conservation close out celebration convened	Achieved	
	Regional conferences in Cederberg and Baviaanskloof convened	Achieved	
	Awards winners announced	Achieved	
	Three learning exchanges facilitated	Partly achieved	Delayed due to procurement issues. They will be convened from June to September 2011
	Facilitation skills developed in 30 participants	Achieved	
	Landscape Initiatives Knowledge Exchange convened	Achieved	
	Three capacity building workshops / learning exchanges held and reports completed	Partly achieved	Delays in staff appointments resulted in late delivery. One capacity building workshop convened, the remaining two will be convened later in 2011
	First five case studies completed	Partly achieved	Delayed due to late appointment of Learning Network Officer. Awaiting final edits before being published
	Thematic based NamBAF meetings held and full participation of the members is secured	Achieved	
	Participation in NamBAF meeting is broadened to include CBOs and government departments in the economic cluster	Achieved	
	Municipal capacity development programme conceptualised and action plan developed together with the SANBI Municipal Programme	Partly achieved	Conceptualisation initiated. Due to delays in the appointment of the Namakwa Coordinator, process to be completed in the next financial year
Provision of technical support and training for municipalities with regards to biodiversity issues	Partly achieved	Due to budget constraints some of the planned technical support and training could not be provided. Funding to be sought via GEF5 process	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Knowledge sharing and lesson learning opportunities provided <i>contd.</i>	A set of blog sites that link learning institutes with pockets of information in SANBI for multi-directional and multi-media communications	Partly achieved	Dynamics of blog communications in formal education system not fully understood when project designed. Amended to establish a single blogsite for SANBI postings
Key Result Area 3: Conservation Gardens			
Result 3.1 Garden expansion strategy is developed aiming to establish one additional garden in an under-represented biome/province			
A National Botanical Gardens Expansion Strategy as required by the National Biodiversity Framework (as per Government Gazette No. 813 published on 3 August 2009) is developed	Establishment of new NBG in Eastern Cape and Limpopo provinces as per DEA's Strategic Plan	Partly achieved	Land negotiations completed and proclamation of new NBG in the Eastern Cape declared by DEA in the Government Gazette by end of the next financial year, as per SANBI's Strategic Plan. Potential sites in Limpopo identified
Result 3.2 Profiling of biodiversity issues and SANBI programmes is effected through Garden programmes			
Garden based education programmes conducted	Reach 29,100 beneficiaries through garden based programmes	Achieved	
Action projects with FET learners developed and implemented	Number of FET action projects implemented	Achieved	
Plan and roll-out of SANBI/BOTSOC FET action projects in Gauteng and Mpumalanga	Project Concept document and Implementation Plan developed	Achieved	
Result 3.3 Revenue generating activities in garden are strengthened			
Interpretation and provision of relevant services to visitors and surrounding communities according to international best practice conducted	Improved interpretative and related signage in NBGs	Achieved	
	Interpretation programmes and materials developed according to international best practice	Achieved	
In consultation with the Marketing and Communications Directorate, a marketing plan for each NBG is developed	Marketing strategies and action plans developed for NBGs (budget dependent)	Not achieved	Resignation of staff member responsible for delivery. Consultant to be employed in new financial year
Flora (growing in natural areas of the gardens) and fauna checklists (e.g. mammals, birds, reptiles, amphibians, insects and spiders) for each NBG developed and expanded and made accessible to the public	A fully integrated interpretation programme within SANBI, with interpretative staff sharing ideas and experiences, communicating with and supporting one another on a regular basis	Achieved	
Close working relationship established between botanical gardens and local branches of the Botanical Society of South Africa	Collaboration between NBGs and local branches of BotSoc	Achieved	
Regional and continental botanical garden support provided	Improved management of southern African botanical gardens	Achieved	
	Improved co-operation between NBGs and other botanical gardens in southern Africa	Achieved	
Commercial facilities across all NBGs reviewed	Annual increase in income generated from commercial activities associated with the NBGs (overall 3% increase from 2009/10)	Not achieved	5% decrease. No international concerts hosted at Kirstenbosch this year. Commercialisation review and additional sponsorships expected to increase visitor numbers and income in the next financial year
	Gardens actively promoted and marketed as local and national tourist destinations	Achieved	
	Tenants to comply with terms of individual lease agreements	Achieved	
	Increased financial support for the NBGs mobilised through activities and donations sourced from the community	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Key Result Area 4: Policy advice			
Result 4.1 Biodiversity policy support for DEA is provided			
Requests for biodiversity policy support are effectively met	Handover report and final documents	Achieved	
	BMP-S for <i>Pelargonium sidoides</i>	Achieved	
Support is provided to DEA on key projects and initiatives, on request	Meeting notes available	Achieved	
	Advice to DEA (and Marine and Coastal Management) provided	Achieved	
	Report and guidelines developed	Achieved	
Input provided on school curricula policy and resource materials in biodiversity	% coverage of biodiversity conservation messages in school curricula and resource materials	Achieved	
Support is provided to DEA and provinces for development and implementation of biodiversity stewardship related policy and legislation	National biodiversity stewardship policy	Achieved	
	Minutes from biodiversity stewardship technical working group meetings	Achieved	
Implementation of the Biodiversity Act is supported, including support for listing of threatened or protected ecosystems, biodiversity management plans for ecosystems, and publication of bioregional plans	Norms and standards for Biodiversity Management Plans for Ecosystems produced	Achieved	
Support is provided to DEA on key projects and initiatives, on request	Dependent on requests	Achieved	
Result 4.2 Policy development and decision-making relating to climate change is enhanced by increasing access to appropriate scientific knowledge			
A Framework for a policy engagement strategy for climate change and bio-adaptation research is developed	Recognition that SANBI provides policy advice that is supported by a strong science basis	Achieved	
Engagement in international science-based assessment and policy development conducted	SANBI CCBA is providing policy advice that is supported by a strong science basis	Achieved	
2 nd National Communication to the UNFCCC supported	2 nd National Communication is being effectively managed and delivering outputs on schedule	Achieved	
Result 4.3 Biodiversity concerns are mainstreamed in the policies of key sectors and across sectors			
SANBI's role in the emerging areas of payments for ecosystem services and the green economy is explored and clarified	Green Economy Think Tank meeting notes	Achieved	
	Reports or notes on relevant learning exchanges, meetings, seminars and conferences	Achieved	
Result 4.4 Clear messages emerge from SANBI's work and are appropriately packaged for targeted sectors			
A strategy for climate change communication is developed	CCBA products are visible in the public media	Achieved	
	Requests are received for CCBA inputs relating to communication and guidance on climate change issues at all scales, local, national, regional, and international	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate	
Materials produced that showcase key messages from SANBI and the biodiversity sector in South Africa	'Making the Case' Strategy developed and implementation initiated to improve the positioning of biodiversity in decision-making	Achieved		
	Grasslands Communication Action plan developed, grasslands issues covered in the media, grasslands programme website updated, 4 annual newsletters and component newsflashes developed	Achieved		
	Successful WWD event attended by targeted audience	Achieved		
	Documentary films made about people, biodiversity and sustainable livelihoods through the Biodiversity Planning and Mainstreaming Division	Achieved		
	Publications and other information electronically packaged and prepared for dissemination to end-users	Partly achieved		Specimens scanned and an electronic key developed but African Key Project discontinued due to slow progress of international partners
	SANBI reports on the state of biodiversity through a range of reports, including the National Biodiversity Assessment (previously the National Spatial Biodiversity Assessment)	Partly achieved		Capacity constraints and delays in some component reports have led to delay in summary report. Draft National Biodiversity Assessment report to be produced by August 2011
	Short concept notes and/or policy briefs are produced on key biodiversity issues with links to national development priorities (e.g. green economy and PES)	Achieved		
Result 4.5 Lessons learned from translating science into policy are captured and shared				
Opportunities taken to promote engagement between SANBI divisions and policy makers	The Science / Policy interface is strengthened through activities and the use of innovative tools	Achieved		
Key Result Area 5: Managed Network and Human Capital Development				
Result 5.1 Structures and processes are in place to enable and support managed network partnerships which contribute to effective implementation of SANBI's Strategy				
Collaboration undertaken with the National Research Foundation on an assessment of zoological collections in South Africa	Comprehensive report on status of collections, risks and recommendations produced	Achieved		
Eco-schools programme supported through coordination of Fynbos node	Number of Eco schools nodes coordinated	Achieved		
	Number of strategies developed for the Ecoschools Programme	Achieved		
Expand greening initiatives in schools and communities	New Outreach Greening Project in schools implemented	Achieved		
Greening the Nation Programme in Qaukeni implemented through the greening of the schools, cultural villages and royal graves	Number of partners identified and capacitated to implement outreach greening projects	Achieved		
	Number of Greening manuals completed	Partly achieved	Manuals completed but not yet published	
	Number of schools greened in Qaukeni	Achieved		
	Number of cultural villages greened	Partly achieved	Restructuring and reallocation of projects within DEA and DWAF has resulted in uncertainty regarding responsibility for the cultural village. Work commenced halted	
	Number of royal graves greened	Not achieved	Restructuring and reallocation of projects within DEA and DWAF has resulted in uncertainty regarding responsibility for the royal graves. No work commenced	
	Completion of audit report	Not achieved	Audit of the project not completed as the project was extended to the end of 2011 due to the cancellation of the contract with the previous implementer	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Result 5.2 SANBI's capacity to mobilise, synergise and catalyse the biodiversity sector is recognised by funders			
Participate in career days, Biodiversity and Science Expos and Science Weeks	Exhibition stand by ABRD with SAEON	Achieved	
The work of threatened species programme promoted	Media (newspaper, journal, radio and TV programme) coverage of the Launch of the Red List of South African plants	Achieved	
	Publication on lessons learnt from assessing a mega flora	Achieved	
	Education manual on threatened species	Achieved	
	Conservation officials able to understand and use Red Lists for conservation work	Achieved	
Strategic partnerships with internal and external stakeholders developed and maintained	Proceedings from working group meetings available and strategy drafted	Achieved	
	Funding proposals to raise funds to implement the strategy submitted	Achieved	
	Proceedings of meetings with HEIs available	Achieved	
	Proceedings of meetings with HEI Forum available	Achieved	
Capacity development initiatives carried out that result in skills development	Mentorship provided to urban nature project managers and/or change agents in cities, bioregional programmes and civil society	Partly achieved	Some mentorship in Nelson Mandela Bay Metro provided but due to budget constraints this KPI could not be fully achieved
	Training person days targets met	Partly achieved	Training funder (DPW) unable to disburse training funds to EPWP programmes. 53% of target achieved. Remainder to be completed in September 2011
	Registration of courses with DHE and SETA-accreditation of courses	Achieved	
	Better quality and relevance of training received by EPWP beneficiaries	Partly achieved	Training funder (DPW) unable to disburse training funds to EPWP programmes.
	Contractor development programme in place, including business support development, registration with Construction Industry Development Board and SEDA	Achieved	
	Interventions effective in decreasing infection rates among beneficiaries	Unknown	Not measured due to sensitivities associated with testing and disclosure
	Fulfilment of requirements as committed to in the Project Implementation Plan submitted to Working for Wetlands	Achieved	
Result 5.3 The contribution of the managed network to human capital development and transformation is strengthened			
The National Biodiversity HCD Strategy (BHCDS) development process is coordinated	HCD strategy distributed to all key stakeholders (June 2010)	Achieved	
	SANBI Lewis Foundation MoUs signed	Achieved	
A leading role is played in the BHCDS implementation: Resource partners in teacher development promote and improve science, mathematics, literacy and environmental learning through train-the-trainers courses and resources	A pilot project initiated for an Environmental National Teacher Support Programme	Partly achieved	Long-term project initiated in Dec 2010 and to be completed in March 2012

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
A leading role played in the BHCDS implementation: A database developed of training providers and courses relevant to the environmental sector broadly, with a built-in peer review mechanism	Information on courses and training providers produced and made available to the relevant sectors	Partly achieved	Data base of training providers developed. The peer-review system will be built into the BHCD social networking platform, to be completed in early 2012
A leading role played in the BHCDS implementation: An annual Skills Summit convened for training providers and employers to interact, for the sector to engage the national funding and skills planning system, and to encourage evaluation, collaboration and collective action in the biodiversity sector	Stakeholders interacted and networked, information exchanged and future actions and challenges for BHCD brainstormed	Achieved	
	BHCDS and other HCD initiatives showcased and input informing their further development received	Achieved	
A leading role played in the BHCDS implementation: Scenario Planning for Biodiversity HCD	Biodiversity sector planning for future drivers of change and scenarios which may impact on HCD needs	Achieved	
A leading role played in the BHCDS implementation: Convene, support and resource an Institutional Strengthening/HRD Network to strengthen biodiversity organisations' skills planning capacity convened, supported and resourced	HR managers in biodiversity organisations better able to put in place systems to retain talented operational staff and effectively deploy them. Strengthened retention and effective deployment of staff in the biodiversity sector	Achieved	
Expanded internships, studentship programmes, MScs and PhDs strengthened and expanded in collaboration with managed network partners where appropriate	PhD project initiated on ecosystem service research to update ecosystem services mapping	Not achieved	Discontinued as a result of inability to secure funding
	Analysis for pilot study area performed to ensure suitability for PhD	Not achieved	Discontinued as a result of inability to secure funding
	Final project proposal submitted with draft results	Not achieved	Discontinued as a result of inability to secure funding
	PhD student registered at University of Pretoria	Not achieved	Discontinued as a result of inability to secure funding
	Quarterly and final evaluation of intern work by supervisors produced and available	Achieved	
	Record of meetings and correspondence between student and supervisor maintained	Achieved	
	Register and notes from mentoring workshop available	Achieved	
Structured training programmes are completed by young professionals	Training courses run: record of attendees and materials used available	Achieved	
A programme to promote careers in biodiversity conservation in FET phase coordinated	Number of careers' days and expos held	Achieved	
	Number of resource materials on biodiversity conservation careers developed	Achieved	
Awareness raised on key biodiversity conservation messages	Number of biodiversity conservation awareness initiatives implemented	Achieved	
Partnerships identification and strengthening conducted	Number of initiatives implemented to identify new partnerships and strengthen existing ones	Achieved	
Result 5.4 Young South African biodiversity professionals receive training and mentoring			
SANBI information resources available through the Biodiversity Advisor Web Portal to users to support research, planning, decision-making, policy and monitoring	Field guide being used for data collection and application of NWCS	Partly achieved	Draft complete but as a result of delays in signing contract with the service provider the field guide will be published during the next financial year
	NWCS being applied and referenced in projects	Achieved	
	Use of wetland data at different levels for a range of applications	Achieved	
	Summary stats and maps available for all municipalities in South Africa	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Transformation and staff education, training and development conducted	Improved skills amongst South Africa's horticultural students	Partly achieved	Unable to skill all students due to limited funding. Additional funding to be sourced in the next financial year
	Staff from previously disadvantaged groups employed within the Division, where possible	Achieved	
	Safe workplaces for staff and visitors	Achieved	
	Emergency plans and procedures in place in each NBG and well known by all staff	Achieved	
	Staffing structure and skills are maintained which are appropriate to the needs of the Division	Partly achieved	Unable to maintain all skills requirements due to limited funding. Additional funding to be sourced in the next financial year
Professional development workshops to strengthen implementation of biodiversity programmes facilitated	Number of workshops conducted	Achieved	
	Number of biodiversity learning programmes facilitated or implemented	Achieved	
Result 5.5 SANBI is the recognised one-stop-shop for accessing biodiversity information			
A Biodiversity Information Management Strategy refined and implemented	Effective coordination of Biodiversity Information Management activities	Achieved	
The Biodiversity Information Management directorate is restructured to accommodate the growing functions	The directorate is functioning optimally with clear understanding of respective roles and responsibilities as well as workflow	Achieved	
Biodiversity Information Management Forum held	The Biodiversity Information Management Forum is successfully hosted	Achieved	
The Biodiversity Advisor web portal is maintained as the premier source for biodiversity information	The Biodiversity Advisor website is maintained with new data on a quarterly basis	Partly achieved	Due to capacity constraints, only some data added
Implement a Biodiversity Image Management system	The Biodiversity Image Management system is piloted	Partly achieved	Pilot running and will be available to SANBI staff in the next financial year
Implement a Biodiversity Virtual Museums system	The Biodiversity Virtual Museums system concept is clarified and the actual system agreed on	Achieved	
All existing biodiversity information management systems are maintained	All changes requested have been assessed in terms of the system's maintenance plan and logged in the support database	Achieved	
Systems analysis methodology has been defined and documented	Systems analysis methodology is documented	Partly achieved	DNA Bank templates completed. Project discontinued due to limited staff capacity
Effective software development environment for BIM staff established and maintained	Project documentation, technical tools, resources and management tools available for technical staff	Achieved	Metadata fields developed but project moved to EIA scope
Metadata repository for SANBI's biodiversity information assets is developed to ensure effective accounting	Metadata system developed and used by staff	Partly achieved	
Conduct a literature review and best-practice assessment in preparation for developing Enterprise Information Architecture	Literature review report completed	Achieved	Project discontinued due to limited staff capacity
Enterprise architecture report produced	Enterprise architecture report completed	Not achieved	
PRECIS replacement plan developed	Recruit appropriate capacity	Achieved	
	Establish steering committee and key contacts to support contractor	Achieved	
	Assess existing software options	Achieved	
	Develop draft plan in consultation with BIM and other SANBI staff	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
PRECIS replacement plan developed <i>contd.</i>	Finalise PRECIS replacement plan	Not achieved	The PRECIS redevelopment framework is in place, but the replacement plan is still in draft and being reviewed by a recently redeployed staff member
PRECIS replacement plan implemented	Trial migration of selected set of users	Not achieved	The draft replacement plan is being reviewed
	Related systems modified to support new system	Not achieved	The draft replacement plan is being reviewed
	Full migration of PRE users	Not achieved	The draft replacement plan is being reviewed
	Full migration of Cape Town herbarium users	Not achieved	The draft replacement plan is being reviewed
	Full migration of KZN Herbarium users	Not achieved	The draft replacement plan is being reviewed
	Technical documents drafted	Not achieved	The draft replacement plan is being reviewed
EIA Data Publishing Project designed and implemented to facilitate the capturing of biodiversity data from EIA project reports	Project scope and team defined and agreed	Achieved	The system will be presented at the IAIA conference in Mexico before it is implemented. The project implementation has been delayed due to the difficulty in recruiting the relevant skills. The funder has agreed to a six-month no-cost project extension
	Project requirements and technical specification agreed	Achieved	
	Resource recruited for software development work	Achieved	
	System built and demonstrated and IAIAAsa	Achieved	
	System finalised	Achieved	
	System roll-out plan for India defined	Not achieved	
Various SANBI data capturing projects are implemented	Single CREW database with all data is implemented	Not achieved	Database no longer required as it has been superceded by other databases
	Animal Tissue database is up-to-date	Achieved	
	Garden Accessions system functional at all gardens	Achieved	
	POSA website is up-to-date	Achieved	
Training on BGIS website usage conducted	Organise and deliver one training course per quarter	Partly achieved	
Support for BGIS website usage provided	Support database lists all support provided	Achieved	
	All support provided is documented on the support database	Achieved	
	E-News newsletter circulated	Partly achieved	Draft created. Redevelopment will include other functions in the directorate
	Fora and expos attended and presentations made	Achieved	
	Information about the BGIS website in various media published	Achieved	
BGIS website server effectively managed	Server is operational for 90% of the financial year	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
BGIS website enhancements visible on the website	Research and migrate the BGIS website mapping system to new software	Partly achieved	Server issues have delayed the implementation of many of the enhancements
SABIF aims to contribute to sustainable development by facilitating access to biodiversity and related information on the Internet	Programme reporting	Achieved	
Promote information sharing on how to engage with the SABIF programme and on best practices with submissions on grant applications and managing data	A call for grant applications published in media and sent via distribution lists	Achieved	
The South African Encyclopaedia of Life project is implemented in conjunction with the Biosystematics division	A SABIF grant is made available to support the development of the SAEOL	Achieved	
African GBIF participating countries supported in developing an African strategy for mobilising biodiversity data	An African wide workshop held on developing the vision and strategy for a coherent African approach to effective management of biodiversity data	Achieved	
SABIF networks are maintained and expanded both nationally and internationally to encourage an understanding of biodiversity information management	Stakeholder engagement in the form of workshops/meetings	Achieved	
Comprehensive, easily accessible information on the biodiversity of southern Africa provided, through the library collections and services	All progress reports and financial reports completed. Staff managed to ensure the effective implementation of the business plan	Achieved	
	SANBI Library services and operations improved and expanded	Achieved	
	New library exchange partnership agreements for SANBI Biodiversity Services	Achieved	
	Report on monitoring value of existing exchanges compiled	Achieved	
	Database of existing exchanges created	Achieved	
	Annual journal subscriptions centralised with clear processes for access documented and available	Achieved	
	KOHA (open-source Integrated Library System) implemented initiation in both libraries	Partly achieved	Process begun, but delayed due to boarding of responsible staff member
	Collaborations with organisations on digitising antiquarian material in SANBI libraries	Partly achieved	Process begun, but delayed due to boarding of responsible staff member
	A policy for housing, restoring and maintenance of antiquarian material within SANBI is compiled	Partly achieved	Process begun, but delayed due to boarding of responsible staff member
	Information services developed for library users	Achieved	
	Titles registered with publishers	Achieved	
	Database accessible to all staff	Achieved	
Manuscripts for SANBI journals and periodicals on research and advice processed and prepared	International recognition for SANBI research publications	Achieved	
	Adhere to international conventions on research publications	Achieved	
	Peer-reviewed scientific publications	Achieved	
Image and archival database developed and maintained	Archival biodiversity publications information readily available	Partly achieved	Database has been developed, but not fully populated
All publications are released and marketed	National and international exposure and a broadening of the customer base	Achieved	
	The publications are effectively disseminated	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Result 5.6 Standards, structures, and direction for biodiversity collections, surveys, maps, inventories, and catalogues are provided			
Priority areas for biodiversity collections maintenance and expansion identified	Strategy document produced for comment by various stakeholders; stakeholder comments documented	Not achieved	Collections assessment from 5.1. required to guide this document but this not yet released for public comment at request of NRF. Budget and capacity constraints additional limitations
SANBI's biodiversity collections accessible and available to stakeholders	Three Herbaria fumigated: dated invoices from fumigation company on file	Achieved	
	Records of number of specimens and dates of updates maintained in a database – available to check	Achieved	
	Numbers of specimens added to collection and date documented in database – available to check	Achieved	
	Collections accessible for use by stakeholders	Achieved	
Collections-based research outputs published	Records of published papers and books kept on file and can be checked	Achieved	
Key Result Area 6: Effective systems and processes			
Result 6.1 An enabling environment that attracts and retains biodiversity professionals is created			
Shared SANBI values developed and shared by employees	70% of SANBI employees understand and embrace the value system	Achieved	
A resourcing strategy is approved resulting in an effective workforce	Resourcing strategy developed and approved by March 2011	Not achieved	Not developed due to financial constraints. Will review in next financial year
Human Capital Development (organisational level) Strategy is developed and programmes initiated	Internal HCD strategy adopted and approved by March 2011	Not achieved	Not finalised due to need for alignment to other strategies not yet completed. Strategy and related action plans to be adopted in the next financial year
	100% of the students successfully completing existing programmes	Achieved	
Retention Strategy developed	Diagnostic analysis of organisation finalised by March 2011	Partly achieved	Although a brief survey was conducted with SANBI scientists, the strategy was not developed due to financial constraints. Will review in the next financial year
Policies and programmes lead to healthy, safe and productive employees	EAP utilisation rate increased by 2% at all SANBI centres by March 2011	Partly achieved	The utilisation rate decreased because of minimal marketing of the EAP due to financial constraints. Will review in the next financial year
	1.5% reduction of absenteeism rate by March 2011	Achieved	
	50% of employees tested on HIV and AIDS and are aware of their status by March 2011	Partly achieved	16% below target due to lack of incentives to encourage staff in some NBGs. Aim to secure incentives in the next financial year
	70% of employees aware and educated about HIV and AIDS by March 2011	Partly achieved	10% below the target. Programmes will be intensified in the next financial year
	60% compliance in terms of OHS Act	Not achieved	No training conducted due to financial constraints. Will be reviewed in the next financial year
	100% of employees aware and educated on OHS Act by March 2011	Partly achieved	No sessions conducted due to financial constraints. However, the OHS Act has been displayed at all centres. Sessions planned for the next financial year

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Result 6.2 An effective strategy for transformation is implemented			
Good employment relations are achieved throughout the organisation	Signed Recognition Agreement by March 2011	Partly achieved	The revised Recognition Agreement will be signed by SANBI and NEHAWU during the first quarter of the next financial year
	4% reduction of grievances and disciplinary cases by March 2011	Achieved	
	Employee relations strategy developed and approved by March 2011	Partly achieved	The employee relations strategy has been developed and will be approved by the SANBI Board during the first quarter of the next financial year
A Sustainable Transformation programme implemented	Transformation action plan developed, approved and implemented	Partly achieved	The sustainable transformation action plan has been developed and is being implemented and will be approved by the SANBI Board during the first quarter of the next financial year
Sustainable Employment Equity Transformation carried out	40% of the Employment Equity barriers addressed by March 2011	Achieved	
	Employment Equity Report submitted to the Department of Labour before 1 October 2010	Achieved	
Result 6.3 A financial strategy that provides a sustainable funding base for SANBI's existing and expanding activities is effectively implemented			
Financial and procurement policies developed and implemented	100% compliance with procurement processes	Achieved	SCM policy and Delegation of Authority are in the process of being approved
Manage financial systems transformation in the organisation	A positive cash flow	Not achieved	Timing of cash inflows was slower than cash outflows. Will approach National Treasury for increased funding and improve return on commercial assets
	Updated signatories	Achieved	
	Interest income	Achieved	
	Task team established to review policies and presentation made to EXCO and AC for recommendation to the Board	Achieved	
	Effectiveness and efficiency of operations	Achieved	
	Company's assets are safeguarded	Achieved	
	Compliance with applicable laws, regulations and requirements	Achieved	
	Payments to creditors made on time per contract terms	Partly achieved	
	Debt collection is done on due dates per contract terms	Achieved	
	Professional advice, opinion and guidance given when requested by management	Achieved	
	Salary and benefits payments made on last Friday of every month	Achieved	
	Important announcements printed in pay advice slips	Achieved	
	Purchase order module, fixed assets module fully implemented and operational	Achieved	
	Insurance kept up to date	Achieved	
Monitor and control claims	Achieved		
	Physical count and tag all fixed assets in order to ensure the Register is accurate and complete	Achieved	

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate	
Result 6.4 Financial systems are in place and SANBI policies to comply with treasury guidelines and public sector governance requirements respectively				
Budget Management process conducted	Workshops held with all Divisions	Achieved		
Annual Financial Statements for the organisation compiled	Accurate and informative monthly and quarterly reports produced timeously	Achieved		
Annual audit by the Auditor-General successfully completed	Reports, information and management available when required by the audit team	Achieved		
	Quarterly reports	Achieved		
	Unqualified audit report	Achieved		
	PFMA and Treasury Regulation compliance report	Achieved		
	Risk register updated and presented to the Audit Committee on quarterly basis	Achieved		
	Quarterly Compliance reports and register submitted to the Audit Committee	Achieved		
	Governance assessment conducted with management	Partly achieved	Proposals have been solicited in a closed bidding process	
	Risk workshop conducted with management, 20 keys risks identified, mitigation actions assigned to key staff	Achieved		
Result 6.5 Monitoring and evaluation systems are in place to measure progress, capture lessons learnt and thereby improve delivery of SANBI's mandate				
Master Information Systems Plan implemented	Audit Committee approval	Achieved		
	Exco buy in and support	Achieved		
Optimisation, upgrade and consolidation of IT systems and processes	Improved network connectivity and end user experience	Achieved		
	Consolidate unnecessary latency issues on the network	Achieved		
	Remove surplus and ineffective devices	Achieved		
Office Communication and Collaboration improved through the organisation	Improved use of office communication tools and services	Achieved		
	Improved quality of video conference services and facilities	Achieved		
	Reduction in carbon footprint of business	Achieved		
Intranet re-development effectively carried out	Centralised file system	Not achieved		Financial constraints. Reprioritised for next financial year
	Centralised business applications	Not achieved		Financial constraints. Reprioritised for next financial year
	Improved access to all images and maps stored centrally	Not achieved	Financial constraints. Reprioritised for next financial year	
	Document collaboration	Not achieved	Financial constraints. Reprioritised for next financial year	
IT Steering Committee setup and functional	Business input into IT Services	Not achieved	IT committee needs to be set up to do this in next financial year	
	Input on all policies, processes, standards and procedures	Not achieved	IT committee needs to be set up to do this in next financial year	
	Transparency of IT initiatives between business and IT	Not achieved	IT committee needs to be set up to do this in next financial year	
Setup 2nd phase of backup environment	Improved backup and recovery time frames	Achieved		

Intermediate Results	Key Performance Indicators	Actual	Variance And Corrective Measure Where Appropriate
Infrastructural maintenance and development	Building maintenance and capital survey for SANBI completed	Achieved	
	Approved building maintenance and capital projects in the various NBGs and centres for 2010/11 completed	Partly achieved	Some capital projects completed; some in process; some on hold due to budget constraints and reprioritised for the next financial year
	Completion of new EPWP-funded tourism infrastructure in the Harold Porter and KwaZulu-Natal NBGs	Achieved	
	Facilitate completion of EPWP projects in the Grahamstown Botanical Garden	Partly achieved	New environmental centre completed and outstanding wages and other budgets to be allocated for estate maintenance in the Grahamstown Botanical Garden in the next financial year
	Maintain levels of security in NBGs consistent with ensuring the protection of staff, visitors and assets	Achieved	
Result 6.6 An effective brand development plan that incorporates a marketing and communications strategy and corporate identity			
Development and roll out of corporate identity	Corporate identity application that is current, creative and meaningful, practical and that all key stakeholders feel part of	Achieved	
	A corporate identity that is practical in application and easy to adapt to various treatments	Partly achieved	Budget constraints delayed roll out. Will roll out in next financial year
	A corporate identity that communicates the essence of SANBI at a glance	Achieved	
New strategies developed and existing Gardens policies, procedures and Business Plans revised	Tourism Development Strategy developed for NBGs	Partly achieved	Draft Tourism Strategy to be finalised in the next financial year
	Commercialisation Strategy developed for NBGs, based on external consultants' review of SANBI's commercial operations	Partly achieved	Action plan to respond to recommendations of commercialisation review will be completed in the next financial year
	Existing policies relevant to division reviewed	Achieved	
	Business Plans for the division prepared on an annual basis	Achieved	
Result 6.7 An effective corporate communication strategy is implemented			
SANBI's leading role in the biodiversity sector highlighted	Good coverage of newsworthy stories as evidenced by media clippings, interviews and opinion pieces	Achieved	
A website that is reflective of the SANBI brand and showcases SANBI's tourism assets in an interactive and user-friendly way	Website updated and functioning effectively	Achieved	
	Annual Report produced and approved by Board and delivered to Parliament timeously	Achieved	
Cross-Directorate collaboration and support effectively carried out	Cross-directorate programmes and projects developed within SANBI (e.g. Threatened Species Programme, SANBI website)	Achieved	
	Improved and more informative interpretative signage in NBGs through collaboration with staff in other core divisions	Achieved	
Internal communication and collaboration effectively carried out among curators and horticultural staff	Greater co-operation and communication between curators and horticultural staff within the division	Achieved	
Result 6.8 SANBI's mandated activities are effectively marketed			
Garden-specific marketing strategies developed and implemented	Campaigns and initiatives leveraging around key events organised	Partly achieved	Staff member responsible for developing garden specific strategies resigned, but several events organised.- Consultant to be appointed in the next financial year
A research-specific marketing strategy is developed to increase the uptake of research and raise SANBI's science profile	Marketing strategy complete	Partly achieved	Strategy not complete but research profile raised through media support
Improved visitor services in all NBGs result in increased visitor numbers	3% annual increase in visitor numbers in NBGs, particularly where new visitor facilities have been developed	Not achieved	1.5% decrease in visitor numbers due partly to no international concerts at Kirstenbosch and reduced marketing capacity and investment, due to budgetary constraints
	Visitor services improved in all NBGs through various initiatives	Achieved	

Partners

- Adventure Boot Camp
- Agricultural Research Council
- Animal Demography Unit
- AsgiSA-Eastern Cape
- Association for the Taxonomic Study of the Flora of Tropical Africa
- Association for Water and Rural Development
- Athletics South Africa
- Beeld
- Biosafety South Africa
- Birdlife SA
- Botanic Gardens Conservation International
- Botanical Artists' Association of Southern Africa
- Botanical Society of South Africa
- Cape Horticultural Society
- Cape Peninsula University of Technology
- Cape Tourist Guides Association
- Cape Town Big 6
- CapeNature
- CapeTalk
- Centre for Invasion Biology
- City of Cape Town
- City of Johannesburg
- City of Tshwane
- Conservation International
- Constantia Vineyards
- Council for Scientific and Industrial Research
- Darling Wildflower Society
- Department of Agriculture, Forestry and Fisheries
- Department of Co-operative Governance and Traditional Affairs
- Department of Environmental Affairs
- Department of Labour
- Department of Public Works
- Department of Rural Development and Land Affairs
- Department of Water Affairs
- Development Bank of South Africa
- Die Burger
- Drum Beat Academy
- Dullstroom Environmental Forum
- Durban Botanic Gardens
- Eastern Cape Department of Economic Development and Environmental Affairs
- Eastern Cape Parks
- Ekurhuleni Municipality
- Endangered Wildlife Trust
- Environmental Monitoring Group
- eThekweni Municipality
- Ezemvelo KwaZulu-Natal Wildlife
- Faerie Glen Nature Reserve
- Featherbrooke Estate
- Forestry South Africa
- Frank Joubert Art Centre
- Free State Department of Agriculture
- Free State Department of Economic Development, Tourism and Environmental Affairs
- Free State Department of Tourism, Environmental and Economic Affairs
- Garden World
- Gauteng and Northern Regions Bat Interest Group
- Gauteng Department of Agriculture and Rural Development
- Gauteng Enterprise Propeller
- GENOK (Norway)
- Glen College of Agriculture
- Global Partnership for Plant Conservation
- Guide Dog Association
- Hans Hoheisen Charitable Trust
- Herpetological Association of Africa
- Human Sciences Research Council
- Indigo Development and Change
- International Diplomatic Spouses Association
- Iziko South African Museum
- Jakaranda Lions Club
- Kfm 94.5
- Klein Kariba Private Nature Reserve
- Kleinmond Tourism Bureau
- Kogelberg Biosphere Reserve
- Komati Forests
- Kroonstad Municipality
- KwaZulu-Natal Department of Agriculture and Environmental Affairs
- Kyknet
- KZN Department of Agriculture, Environment and Rural Development
- Lepidopterists' Society of Africa
- Lettie Fouché School
- Lewis Foundation
- Ligwalagwala FM
- Limpopo Business Support Agency
- Limpopo Department of Agriculture
- Limpopo Department of Economic Development, Environment and Tourism
- Lions Club International
- Mangaung Municipality
- Marloth Nature Conservancy
- Mbombela Environmental Management Forum
- Mbombela Municipality
- Med FM 104.1
- Millennium Seed Bank Project
- Mondi Wetlands Programme
- Mountain Club of South Africa
- MPower FM
- Mpumalanga Herpetological Society
- Mpumalanga Plant Specialist Group
- Mpumalanga Tourism and Parks Agency
- Msunduzi Municipality
- Namaqualand Tourism
- Natal Museum
- National Council for the Blind
- National Institute for Crime Prevention and the Reintegration of Offenders
- National Institute for the Deaf
- National Museum
- National Research Foundation
- National Zoological Gardens
- NEHAWU
- Nelson Mandela Bay Municipality
- Neutrog Fertilisers
- Nieuwoudtville Eco Club
- Nieuwoudtville Fire Prevention Committee
- Nieuwoudtville Publicity Association
- North West Department of Agriculture, Conservation, Environment and Rural Development
- Northern Cape Department of Environment and Nature Conservation
- Novartis
- Oceanographic Research Institute
- Old Mutual
- Overstrand Conservation Foundation
- Overstrand Municipality
- Pioneer School for the Blind
- Pretoria Bonsai Kai
- Protea School, Nieuwoudtville
- Rand Orienteering Club
- Rand Water
- Rhenosterspruit Nature Conservancy
- Riverside Park Precinct Association
- Rowland & Leta Hill Trust
- Royal Botanic Gardens, Kew
- SAPPI
- Sasol
- Silverstar Casino
- Silverton Community Policing Forum
- Small Enterprise Development Agency
- Social Transformation and Development Projects
- South African Environmental Observatory Network
- South African Institute for Aquatic Biodiversity
- South African Museums
- South African National Parks (SANParks)
- South African National Roads Agency Limited
- South African Nursery Association
- South African Police Service
- South African Tourism
- South African Weather Service
- South African-Norway Biosafety Cooperation
- Southern African Bird Atlas Project 2
- Southern African Society for Co-operative Education
- Spider Club of Southern Africa
- SSC Species Survival Commission of the IUCN
- Table Mountain Cableway
- Table Mountain Fund
- The Biodiversity Support Group
- The Eastern
- The Global Invasive Species Programme
- The Lowveld
- The Rekord
- TRAFFIC
- Transnet
- Tshwane Municipality
- Tshwane University of Technology
- Two Oceans Aquarium
- Umjindi Environmental Forum
- UN Food and Agriculture Organisation
- University of Cape Town
- University of Fort Hare
- University of Johannesburg
- University of KwaZulu-Natal
- University of Limpopo
- University of North West
- University of Pretoria
- University of South Africa
- University of Stellenbosch
- University of the Free State
- University of the Western Cape
- University of the Witwatersrand
- University of Venda
- V&A Waterfront
- Valley FM
- Water Research Commission
- Waterberg Nature Conservancy
- Western Cape Department of Agriculture: Worcester Veld Reserve
- Western Cape Department of Environmental Affairs and Development Planning
- Wilderness Foundation
- Wildlife and Environment Society of South Africa
- Working for Water
- World Conservation Union
- World Wide Fund for Nature – South Africa
- World Wildlife Fund – South Africa



Donors

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- BIOPAT e.V.
BOE Trust Ltd
Botanical Education Trust
Botanical Society of South Africa
Camellia Society
Council for Scientific and Industrial Research
Critical Ecosystems Partnership Fund *via* Conservation International
Department of Environmental Affairs
Department of Water Affairs
Distell
Dr Sunshine
Duncan MacFadyen
Eastern Cape Parks Board
European Commission *via* Universidad Castilla La Mancha
European Distributed Institute for Taxonomy (EDIT)
Environmental Wildlife Trust
Fitzroy Trust
Food and Agricultural Organisation
Gauteng Department of Agriculture Conservation and Environment
German Development Cooperation (GTZ)
Global Biodiversity Information Facility
- HR Hill Trust
Kogelberg Biosphere Reserve Company
National Research Foundation
Netherlands Centre for Biodiversity Naturalis
Norvatis
Norwegian Government *via* Department of Environmental Affairs
Old Mutual
Open University
Rand Water
SA Gold Coin Exchange
SANParks
SAPPI
South African Environmental Observation Network
Table Mountain Fund
United Nations Development Programme
United Nations Environment Programme
United Nations Office for Project Services
Western Cape Provincial Government
World Bank (International Bank for Reconstruction and Development)
World Resources Institute
World Wide Fund for Nature

Branches, divisions and directorates



SANBI is structured into two branches, with divisions and directorates:

The **Biodiversity Research and Knowledge Management Branch** includes:

1. **Biodiversity Research**, whose broad scope of research includes the origins, composition and functioning of biodiversity, its conservation and sustainable use, ecosystem services, and biodiversity responses to major drivers such as climate change. Our research is organised into three divisions:
 - **Applied Biodiversity Research** conducts research into the conservation and sustainable use of biodiversity and the contribution of biodiversity to sustainable development.
 - **Biosystematics Research and Biodiversity Collections** is responsible for leading and co-ordinating taxonomic and systematics research on southern Africa's biodiversity.
 - **Climate Change and Bio-adaptation** leads and co-ordinates research and communication regarding South Africa's response to the bio-impacts of climate change and explores issues relating to bio-adaptation.
2. **Biodiversity Knowledge, Policy and Network Management** is responsible for providing access to biodiversity information, developing policy, working with partners, providing education on biodiversity and building human capacity within the biodiversity sector. Our knowledge, policy and network management work is organised in one division and three directorates:
 - The **Biodiversity Mainstreaming and Planning** division responds to biodiversity-related global policy and national priorities and demonstrates the value of conserving biodiversity and the relevance of biodiversity to the improvement of the quality of life of all South Africans.
 - The three directorates in this branch are: the **Biodiversity Information Management Directorate**, the **Biodiversity Education and Empowerment Directorate** and the **Biodiversity Policy Management Directorate**.

The **Conservation Estate Management and Corporate Services Branch** includes:

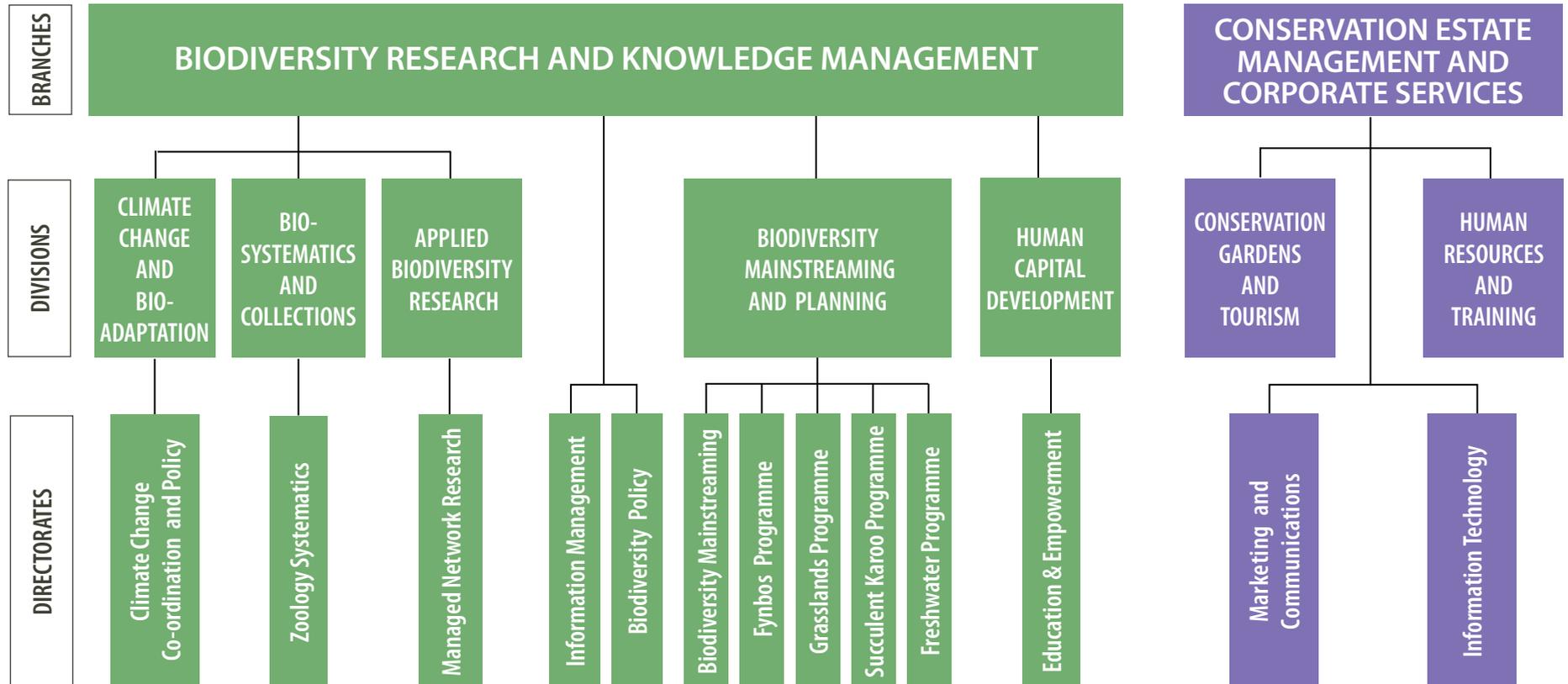
- **Conservation Gardens and Tourism** division, which manages the nine National Botanical Gardens in six provinces and promotes visits to the Gardens.
- The **Human Resources** division, which manages the employment of SANBI's 692 employees.
- The **Marketing and Communications Directorate** and the **Information Technology Directorate** also fall under this branch.

MINISTER OF WATER & ENVIRONMENTAL AFFAIRS

BOARD CHAIRPERSON

Chief Executive Officer

Chief Financial Officer



Financial Information



SANBI is committed to delivering service and operational excellence that adds value to the fiscal grants received from government and our donors and sponsors. As in previous years, SANBI has complied with the regulatory framework provided by the Department of Environmental Affairs and National Treasury.

STATEMENT OF RESPONSIBILITY OF THE BOARD

The South African National Biodiversity Institute (SANBI) was established in terms of the National Environmental Management: Biodiversity Act of 2004 (No. 10 of 2004) and is subject to the provisions of the PFMA 1999.

The members of the SANBI Board are responsible for the presentation of Annual Financial Statements in compliance with generally recognised accounting practices, the maintenance of accounting records, internal control and risk management, and the consistent use of appropriate accounting policies supported by reasonable judgements and estimates.

The Board believes that the Institute is a going concern for the foreseeable future.

The Annual Financial Statements for the year ended 31 March 2011 were approved by the Board on 27 May 2011 and are signed on its behalf by:



Mr Thamsanqa Sokutu
Chairperson of the SANBI Board



Dr. Tanya Abrahamse
Chief Executive Officer

REPORT OF THE ACCOUNTING AUTHORITY

to the Executive Authority and Parliament of the Republic of South Africa

Preparation and Presentation of the Annual Financial Statements

The South African National Biodiversity Institute (SANBI) has adopted the South African Statements of Generally Recognised Accounting Practices as set out in the accounting policy – note 1 to the financial statements.

The financial position and results of the business and activities of SANBI are reflected in the attached financial statements. No material fact or circumstance has occurred between the accounting date and date of this report.

Highlights from the statement of financial results

The financial position of the business and activities of SANBI is clearly indicated in the attached financial statements. No material fact or circumstance has occurred between the accounting date and date of this report.

SANBI continues to perform well despite certain challenges, as is described in the Performance Information section of this Annual Report.

SANBI posted a net deficit of R2.27m compared to the previous year where the net deficit including non-cash items was R10.8m. In general Other Grants, Sponsorships and Donations increased marginally by 6%. As reflected in Note 15, the only category of Sponsorship where income increased significantly (19%) is Corporate.

The other categories of Sponsorships decreased compared to the last financial year. The decreases are listed below:

- Government sponsored projects 7%
- Foreign 77%
- Individuals and organisations 11%
- Trusts 4%
- Other (e.g. benches) 5%

The Government Grant, which constitutes 46% of SANBI's overall income, increased by 7% compared to the previous year. Other Grants, Sponsorship and Donations listed above constitute 41% of total income. This reflects SANBI's continued dependence on Sponsorships to fulfil a large part of its mandate.

Admission fees, which are the most significant commercial aspect of SANBI's income generation, contributed only 8% of total income. The other commercial income stream is Rent received from restaurant concessionaires. Rent income (2% of total income) increased by 4% from the previous financial year.

Income from investments increased by 35% to R3.7m as a result of higher interest rates earned from well-selected investment instruments with our commercial bank. This was achieved despite the year-on-year decrease in overall cash balances from R62m to R25m.

Other Income consists of professional services rendered, guided tours conducted, commissions, and seminars and workshops hosted. The decrease of 9.4% is mainly attributable to fewer professional services rendered, and fewer seminars and workshops, among other less performing income streams.

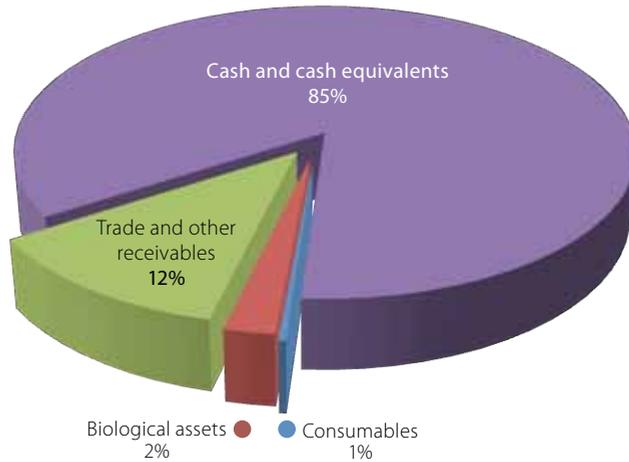
Expenses

Following the implementation of stringent cost-cutting measures, total expenses increased marginally by 3% on the previous year. The costs savings were realised in Internal audit fees (58%), Finance costs (79%), Depreciation (16%) and Direct project expenditure (10%).

The table below shows the main cost drivers:

Cost Element	% of Total Expenses	% Increase Year-on-Year
Personnel costs - MTEF	42%	12.5%
Personnel costs - Projects	7%	14%
Operating expenses	24%	6%
Audit fees: External audit	0.4%	18%

Highlights from the statement of financial position

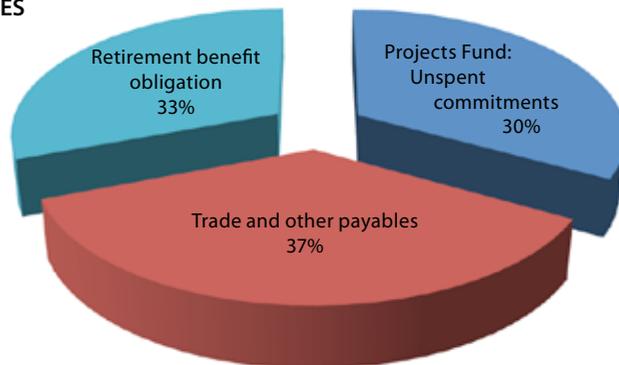


Within current assets the cash and cash equivalents component declined by 60% from R62m to R25m. Cash constitutes 85% of all current assets (11% of total assets) and is important in terms of liquidity for the organisation's operations.

Trade and other receivables constitute 12% of current assets (2% of total assets). This is less liquid than cash as it takes time to convert into cash due to credit terms and possible defaults by debtors, which are subject to debt collection processes.

Property plant and equipment and investment properties makes up 86% of total assets. These are long-term in nature and cannot be quickly or easily converted into cash.

LIABILITIES



Current liabilities are made up of short-term commitments to Unspent Projects Funds as well as Trade and Other Payables. Retirement benefit obligations are generally long-term in nature.

Services rendered by SANBI

The services that are rendered by SANBI are discussed in detail under Key Performance Indicators and the Programme Information sections of this Annual Report. These sections also contain detailed information on SANBI's projects.

Corporate governance arrangements

The Corporate Governance Statement in this Annual Report contains details of these arrangements.

Performance information

Performance targets are set on an annual basis as required by National Treasury. Quarterly performance reports are prepared by SANBI and submitted to National Treasury through the Executive Authority. These reports reflect achievements during the various reporting periods. Throughout, results obtained are assessed against targets set.

Address

Registered office: South African National Biodiversity Institute
2 Cussonia Avenue, Brummeria, Pretoria 0002
Private Bag X101, Pretoria, 0001

Auditors

The South African National Biodiversity Institute, as a Public Entity, is audited by the Auditor-General.

Approval

The Annual Financial Statements set out on pages 60 to 103 have been approved by the Accounting Authority.

Post balance sheet event

On 26 July 2011 management uncovered the misappropriation of project funds by an official. In terms of section 86 of the PFMA, criminal charges have been laid and the incidence was reported to the relevant authorities. Management has commissioned a forensic investigation into the matter.

Mr Thamsanqa Sokutu

Chairperson of the SANBI Board

Date: 29 July 2011

GOVERNANCE STRUCTURE

The South African National Biodiversity Institute subscribes to and is committed to complying with the principles and standards of integrity and accountability expressed in the Public Finance Management Act, relevant Treasury Regulations and the King III Report on Corporate Governance. The Board is furthermore committed to providing timeous and meaningful information on all of its activities.

Composition of the Board

Members of the SANBI Board are appointed in terms of Section 15 of the National Environmental Management Biodiversity Act, 10 of 2004.

The Board consists of not fewer than seven and not more than nine members who are appointed by the Minister of Water and Environmental Affairs. The Board further includes the Director-General, or an official of the Department of Environmental Affairs designated by the Director-General, and the Chief Executive Officer of the Institute. The Minister must appoint a member of the Board as Chairperson. Board members are appointed for a term of three years.

The Board has adopted formal terms of reference regulating its functions. The Board fulfils the same function as the Board of Directors of any other organisation on behalf of its stakeholders, with responsibility and accountability for all decisions of the Institute. The Board meets quarterly and monitors the executive management by ensuring that all material matters are subject to Board approval. Other members of the executive management attend Board meetings by invitation.

Members of the Board during the period 1 April 2010 to 31 March 2011	
Mr T. Sokutu (Chairperson)	Ms K. Montgomery (<i>until 30 November 2010</i>)
Prof. P. Omara-Ojungu	Ms T. Dinga
Dr P. Hanekom	Dr T. Abrahamse (Chief Executive Officer)
Mr A. Frost	Mr S. Somyo
Mr F. Mketeni	Ms M. Pyoos

Roles of the Board and Chief Executive Officer

The roles of the Chairperson and Chief Executive Officer do not vest in the same person and the Chairperson is a non-executive member of the organisation. The Chairperson and Chief Executive Officer provide leadership and guidance to the Board. All advisory committees of the Board are chaired by non-executive members of the Board.

Role of the Board

The Board shall as soon as practically possible after the end of each financial year, submit:

- An annual report for the Minister's approval and tabling in Parliament, and
- Any other matter that the Minister may request the Board to deal with.

The effective functioning of the Board is largely dependent on the preparation, for its consideration, of the Institute's Corporate Strategic Plan, its annual Business Plan, policy proposals, Medium Term Expenditure Framework (MTEF) and other such documents that require the Board's approval.

All Board members are subject to and accept the provisions of the Biodiversity Act and the PFMA in terms of responsibility and accountability.

Executive Management Committee: Composition and role

The Executive Management Committee comprises the Chief Executive Officer (as Chairperson), Heads of Branches, Chief Financial Officer, Chief Directors, and Director: Finance and Unit Heads of the functional areas of the Institute. This Committee meets monthly or more frequently if necessary. The role of the Committee is to ensure the co-ordinated and efficient execution of all functions delegated to it by the Board, in particular to ensure that its decisions, strategies and objectives are implemented. The Executive Management retains full and executive control over the Institute.

Audit Committee: Composition and role

In keeping with Treasury Regulation 27 of the PFMA, the Board appoints an Audit Committee to assist with the discharge of its duties by reviewing and reporting on the governance responsibilities of the Board and the Institute.

The terms of reference of the Audit Committee, its duties and functions, its composition and its modus operandi have been approved by the Board. The committee meets four times per year.

Members of the Audit Committee for the period 1 April 2010 to 31 March 2011	
Dr P.E. Hanekom	Chairperson
Ms M. Pyoos	Member
Mr G.J. Dladla	Independent member
Mr T. Bouwer	Independent member
Dr T. Abrahamse	<i>ex officio</i>
Ms. E. Makau	<i>ex officio</i>
Mr M. Khoahli (Chief Financial Officer)	<i>ex officio</i>

Board Sub-Committees: Composition and roles

For operational effectiveness, the Board has instituted Sub-Committees for each of the functional areas of the Institute. These Sub-Committees comprise one or more members of the Board and several additional members who are recognised leaders in the functional areas. Members are appointed for a term concurrent with that of the Board. Any Board member may request or be requested to attend a Board Sub-Committee meeting.

The role of the Sub-Committees is to advise the Board on:

1. The mandate given to the Institute by Parliament.
2. The strategic direction and emphasis of the Institute.
3. The efficient implementation of those facets of the Corporate Strategic Plan that are relevant to the functional area.
4. The evaluation of individual activities, personnel, budgeting requirements and the initiation of new activities or the termination of existing activities.
5. Budget and infrastructure needs.
6. Service to the community.

Committee	1 April 2010 – 31 March 2011
Governance and Strategy Committee	Mr. A. Frost (Chairperson) Mr. S. Somyo Ms. K. Montgomery (<i>until 30 November 2010</i>) Dr. T. Abrahamse
Remuneration & Human Resource Committee	Ms. T. Dingaana (Chairperson) Mr. A. Frost Dr. T. Abrahamse <i>ex officio</i> Mr. M. Netshiombo <i>ex officio</i>
Research Innovation and Development Committee	Ms. M. Pyoos (Chairperson) Prof. P. Omara-Ojunga (Member) Prof. S. Chown (Independent member) Mr. D. Naidoo (Independent member) Dr. T. Abrahamse <i>ex officio</i> Ms. C. Mbizvo <i>ex officio</i>

Management Structure of the Institute

The management structure of the Institute is geographically decentralised because of the wide geographical spread and activities of its various units. The head of each unit is called a 'Head of Cost Centre'.

Implicit in the concept is a substantial measure of delegation of both responsibility and authority, which in turn requires effective control and evaluation systems. Both financial and management responsibilities are delegated and clearly communicated to the Head.

These officers are actively involved in the budget development cycle and must assume responsibility for the disciplined management of their cost centre budgets within clearly defined policies, procedures and delegations of authority.

GOVERNANCE PRINCIPLES

Framework

Corporate Governance is a system by which organisations are directed and controlled. Basically it is a set of checks and balances that gives assurance to stakeholders that the organisation is run according to sound corporate governance standards and principles. These standards and principles are based on international best practice.

The Institute's Board, its Sub-Committees and the Executive Committee believe that the Institute has complied with these principles.

Financial Statements

The Institute's Board and Executive Committee confirm that proper records were kept and that they fairly represent the financial state of affairs of the Institute. The Financial Statements are prepared in accordance with Generally Recognised Accounting Practice (GRAP) and other relevant accounting standards.

External auditing is conducted by the Auditor-General.

Risk Management

Effective risk management is integral to the Institute's objective of consistently adding value to the business. Management is continuously developing and enhancing its risk and control procedures to improve the mechanisms for identifying and monitoring risks. Risk assessments are conducted on a regular basis and a risk management strategy, which includes a fraud prevention plan, is used to direct the internal audit effort and priority.

Key policies and procedures that are in place to manage operating risks include segregation of duties, transaction authorisation, supervision, monitoring and financial and managerial reporting. Where the risk management workshop has identified weaknesses in the systems of the Institute, they have been addressed.

The Institute has an active Risk Management and Fraud Prevention Committee, which meets regularly and effectively deals with matters pertaining to its Terms of Reference. The Chief Financial Officer chairs this committee. The Institute has adopted a Fraud Prevention Policy and Plan, which incorporates a whistle blowing system and procedure. The South African Corporate Fraud Management Institute (SACFMI) administers the whistle blowing hotline. Grievances, complaints and other hotline disclosures are effectively assessed in terms of warranting further investigation (forensic or other) and the necessary steps are taken to ensure that fraudulent and corruptive misdemeanours are adequately addressed and that stolen assets are recovered.

The insurance and risk management policies adopted are aimed at obtaining sufficient cover to protect the Institute's asset base, its earning capacity and its legal obligations against possible insurable losses.

All buildings are insured. The following, inter alia, are not insured: roads, bridges, fencing (perimeter and other), dam walls and content, driveways, pavements, outdoor recreation surfaces, outdoor parking surfaces, animals and plants of whatever nature as well as laptops.

Internal Control Systems

To meet its responsibility with respect to providing reliable financial information, the Institute effectively maintains financial and operational systems of internal control. These controls are designed to provide reasonable assurance that transactions are concluded in accordance with management authority, that assets are protected against material loss or unauthorised acquisition, use or disposal, and those transactions are properly authorised and recorded.

The system includes a documented organisational structure and division of responsibility, established policies and procedures and the careful selection, training and development of people.

Internal auditors monitor the operation of the internal control system and report findings and recommendations to Management and Executive Management. Corrective actions are taken to address and control deficiencies and other opportunities for improving the systems, as they are identified. The Board, operating through its Audit Committee, provides oversight of the financial reporting process and internal control systems.

The Institute has a comprehensive network of compliance officers who submit quarterly reports on cost centre/project compliance in terms of recommendations made by the internal auditors. All compliance officers and all other SANBI staff members have a duty to ensure that controls and systems are put in place to prevent or mitigate possible risks from materialising.

The accounting policies and procedures have been presented and approved by the Board. All other operational policies have been revised, edited and approved by the Board or the Executive Committee during this financial year.

The Institute has an effective loss management system, processes and procedures where all losses and damages are duly reported and entered in a Loss Control Register and appropriately and adequately adjudicated by the Liability Assessment Committee. Liability for these losses and damages (due to accidents caused by human error such as negligence, recklessness and carelessness) is apportioned and disciplinary procedures are instituted where necessary. Recovery of assets is done where possible and assets are duly written off according to the relevant regulations and policies in this regard.

Transformation

In its quest to create a transformed working environment that will attract, develop and retain biodiversity professionals, SANBI, with the assistance of the Technical Assistance Unit (TAU) of the National Treasury, launched a sustainable transformation programme towards the end of 2009. The programme has five phases, three of which have been duly completed. The completed phases are: Preparing for change (organisation audit/culture/climate survey), Aligning for change (developing vision for change) and Planning for change (developing an action plan). The outstanding phases are: Implementing and Monitoring change and Institutionalizing change. These phases will be finalised within a reasonable time.

Employment Equity

SANBI has an Employment Equity and Training Committee that facilitates and supports the transformation programme in the Institute. The Employment Equity Policy of the Institute seeks to:

- Successfully execute the employment equity strategy and attain specific employment equity targets
- Ensure compliance with the provisions and legal requirements of the Employment Equity Act
- Promote diversity
- Modify and adjust physical working environments to accommodate disabled people
- Attract, develop and retain staff members that are representative of designated groups.

In order to achieve its Employment Equity Vision, SANBI commits itself to:

- Implement all the critical success factors for effective Employment Equity transformation
- Make available all necessary personnel and financial resources
- Involve, consult and communicate with all employees, either directly or indirectly, through SANBI structures
- Ensure that the enabling systems and environment are in place and maximise the advancement of persons from designate groups.

Integrated Employee Health and Wellness Programme

SANBI has adopted a holistic integrated Employee Health and Wellness Model with the following four pillars:

- **HIV/AIDS and Tuberculosis Management**

In response to HIV and AIDS, SANBI is guided by the National Strategic Plan of 2007–2010 on HIV & AIDS and Sexually Transmitted Infections, which focuses on prevention, treatment, care and support, research, monitoring and surveillance, human rights and access to justice. SANBI recognises the problem to public health posed by TB and ensures that employees with TB have access to an appropriate treatment and support system.

- **Health and Productivity Management**

Health and Productivity management in the workplace is defined as: 'the integrated management of health risks for chronic illnesses, occupational injuries and diseases, mental diseases and disability in order to reduce employees' total health-related costs, including direct medical expenditure, unnecessary absence from work and loss of performance at work.' SANBI promotes and maintains the general health of employees through prevention, intervention, awareness, education, risk assessment and support in order to mitigate the impact and effect of communicable and non-communicable diseases and injuries on the productivity and quality of life of individual employees.

- **Safety, Health, Environment, Risk, Quality Management (SHERQ)**

SANBI will implement SHERQ in accordance with the standards identified by the International Organisation of Standards, OHSAS 18001 for OHS, ISO 14001 for Environmental Management, and ISO 9001 for Quality Management.

- **Wellness Management**

SANBI addresses individual and organisational wellness in a proactive manner. Individual Wellness is the promotion of the physical, social, emotional, spiritual and intellectual wellness of individuals. This is attained by creating an organisational climate and culture that is conducive to wellness and the comprehensive identification of psycho-social health risks. Wellness management is a priority as the health, safety and wellness of employees directly impact on the entire Institute.

Employee Participation

Employee participation is encouraged by putting best practices in place to foster good and co-operative relationships and employee participation at all levels of the organisation. Union representation, staff meetings, focus groups and task teams and surveys are all instrumental in facilitating participation. In 2010, SANBI had a very successful Relationship Building Exercise with NEHAWU.

Code of Conduct

A Code of Conduct has been developed for all staff of the Institute. The Code has been translated into the various languages predominantly spoken by staff. All staff were consulted and given the opportunity to make comments and recommendations on the Code. The Code of Conduct facilitates sound business ethics in the Institute and plays an important role in defining the organisational culture and in governing effective discipline within the Institute. It is a standard annexure to all letters of appointment to ensure that new staff are adequately informed.

A Code of Conduct for Board members has also been developed, approved and implemented and all Board members are subject to these prescripts.

Delegation of Authority

The Board approved the Delegations of Authority for effective operational purposes. These are contained in the Finance and Accounting: Policies, Procedures and Delegations Manual.

Supply Chain Management

The Institute has aligned all procurement systems, policies, processes and practices with PFMA and Treasury requirements concerning Supply Chain Management. SANBI complied with the reporting requirements of the Department of Environmental Affairs and National Treasury by regularly reporting on the supply chain management system, processes, policy and procedures.

Conflict of Interest

As part of the appointment protocol, all new staff members of the Institute are obliged to complete a 'Declaration on Conflict of Interest' when they are appointed.

All Board members are, in keeping with the PFMA, required to complete a 'Disclosure of Interest' declaration, annually and at every Board and Sub-Committee meeting as part of the attendance register.

LEGISLATIVE FRAMEWORK

The Institute, being a Section 3A Public Entity, has to comply with a number of laws, including:

- National Environmental Management: Biodiversity Act No. 10 of 2004
- Labour Relations Act No. 66 of 1995
- Basic Conditions of Employment Act No. 75 of 1997
- Employment Equity Act No. 55 of 1998
- Skills Development Act No. 97 of 1998
- Public Service Act No. 103 of 1994 (together with its regulations) – subject to ministerial approval
- Decisions reached at the Central Bargaining Chamber – subject to ministerial approval
- Public Finance Management Act No. 1 of 1999 (PMFA)
- Occupational Health and Safety Act No. 85 of 1993
- Generally Recognised Accounting Practice (GRAP)
- Compensation for Occupational Injuries and Diseases Act No. 180 of 1993
- Promotion of Access to Information Act No. 2 of 2000.



Dr. Tanya Abrahamse
Chief Executive Officer

We are pleased to present our report for the financial year ended 31 March 2011.

1. Audit Committee Members and Attendance

The Audit Committee consisted of four external members listed hereunder and held eight meetings for the financial year under review:

Membership of the Audit Committee from 1 April 2010 to 31 March 2011 comprised:

Name of Member	Number of Meetings Attended
Dr P.E. Hanekom (Chairperson)	8
Dr T. Abrahamse (<i>ex officio</i> and Board Member)	7
Ms M. Pyoos (Board Member)	5
Mr G.J. Dladla (Non Board Member)	4
Mr T. Bouwer (Non Board Member)	8
Mr M. Khoahli (<i>ex officio</i>)	8
Ms. E Makau (<i>ex officio</i>)	3

2. Audit Committee Responsibility

The Audit Committee reports that it has complied with its responsibilities arising from section 51(1)(a) of the PFMA and Treasury Regulation 27.1. The Audit Committee has adopted appropriate formal Terms of Reference as its Audit Committee Charter, has regulated its affairs in compliance with this Charter and has discharged all its responsibilities as contained therein.

3. The effectiveness of internal control

The system of internal controls is designed to provide cost effective assurance that assets are safeguarded and that liabilities and working capital are efficiently managed. The Audit Committee has evaluated all significant and material issues raised in reports issued by the Internal Audit Function, the Audit Report on the Annual Financial Statements, and management letter of the Auditor-General, and is satisfied that they have all been, or are being, appropriately resolved. In line with the PFMA and the King III Report on Corporate

Governance, the Internal Audit Function and other assurance providers, provided the Audit Committee and management with assurance that the internal controls are appropriate and effective for those areas included in the annual operational plan. This is achieved by means of the risk management process, as well as the identification of corrective actions and suggested enhancements to the controls and processes. The Audit Committee has evaluated the work performed by the Internal Audit Function and other assurance service providers. Based upon this evaluation, the Committee reports that the systems of internal controls for the period under review were effective and efficient.

4. Evaluation of Financial Statements

The Audit Committee is satisfied with the content and quality of monthly and quarterly reports prepared and issued by the Accounting Officer and entity during the year under review.

5. The Audit Committee has:

- Reviewed and discussed the audited annual financial statements to be included in the annual report with the Auditor-General and the Accounting Officer;
- Reviewed the Auditor-General's management letter and management's response thereto;
- Reviewed accounting policies; and
- Reviewed significant adjustments resulting from the audit.

The Audit Committee concurs and accepts the Auditor-General's conclusions on the annual financial statements and is of the opinion that the audited annual financial statements be accepted and read together with the report of the Auditor-General.

Dr Patricia Hanekom
Chairperson: Audit Committee

Date: 21 July 2011

REPORT OF THE AUDITOR-GENERAL to Parliament on the South African National Biodiversity Institute

REPORT ON THE FINANCIAL STATEMENTS

Introduction

1. I have audited the accompanying financial statements of the South African National Biodiversity Institute (SANBI), which comprise the statement of financial position as at 31 March 2011, and the statement of financial performance, statement of changes in net assets and cash flow statement for the year then ended, and summary of significant accounting policies and other explanatory information, as set out on pages 60 to 103.

Accounting authority's responsibility for the financial statements

2. The accounting authority is responsible for the preparation and fair presentation of these financial statements in accordance with South African Standards of Generally Recognised Accounting Practice (SA Standards of GRAP) and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA) and the National Environmental Management: Biodiversity Act of South Africa, 2004 (Act No. 1 of 2004) and for such internal control as management determines necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor-General's responsibility

3. As required by section 188 of the Constitution of South Africa, 1996 (Act No. 108 of 1996) and section 4 of the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA), my responsibility is to express an opinion on these financial statements based on my audit.
4. I conducted my audit in accordance with International Standards on Auditing and *General Notice 1111 of 2010* issued in *Government Gazette 33872 of 15 December 2010*. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.
5. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.
6. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

7. In my opinion, the financial statements present fairly, in all material respects, the financial position of SANBI as at 31 March 2011, and its financial performance and its cash flows for the year then ended, in accordance with SA Standards of GRAP and in the manner required by the PFMA.

Emphasis of matters

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

Financial sustainability

9. Although SANBI has prepared financial statements on a going concern basis, I have identified events or conditions which, individually or collectively, cast significant doubt on SANBI's ability to continue as a going concern, unless additional sources of funding can be obtained. Management have disclosed in note 21 of the financial statements, relating to going concern, that they are engaged in various initiatives to ensure the sustainability of SANBI. The initiatives are mainly premised on obtaining additional funding from National Treasury. At the date of the financial statements, the request has not formally been communicated to National Treasury and there is thus uncertainty as to the outcome thereof.

Significant uncertainties

10. With reference to note 10 to the financial statements, SANBI is involved in three legal claims regarding various incidents. The ultimate outcome of these three matters cannot presently be determined and no provision for any liability that may result has been made in the financial statements for these matters.

Restatement of corresponding figures

11. As disclosed in note 30 to the financial statements, the corresponding figures for 31 March 2010 have been restated as a result of errors discovered during 31 March 2011 in the financial statements of SANBI at, and for the year ended, 31 March 2010.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

12. In accordance with the PAA and in terms of *General Notice 1111 of 2010*, issued in *Government Gazette 33872 of 15 December 2010*, I include below my findings on the annual performance report as set out on pages 25 to 45 and material non-compliance with laws and regulations applicable to the public entity.

Predetermined objectives

13. There were no material findings on the annual performance report.

Compliance with laws and regulations

14. The financial statements submitted for audit did not comply with section 55(1)(a) to (c) of the PFMA as material misstatements were identified during the audit that were subsequently corrected by management.

INTERNAL CONTROL

15. In accordance with the PAA and in terms of *General Notice 1111 of 2010*, issued in *Government Gazette 33872 of 15 December 2010*, I considered internal control relevant to my audit, but not for the purpose of expressing an opinion on the effectiveness of internal control. The matters reported below are limited to the significant deficiencies that resulted in the findings on material non-compliance with laws and regulations.

Leadership

16. Management did not implement adequate controls to ensure that the financial statements submitted for auditing were subjected to a detailed review to ensure that it is accurate and complete and that it fully complies with the relevant reporting framework.

Financial and performance management

17. Proper record keeping was not implemented in a timely manner to ensure that complete, relevant and accurate information is readily accessible and available to support financial and performance reporting. Furthermore, the financial statements submitted for auditing were subject to material audit adjustments and were not in all instances supported by reliable information.

OTHER REPORTS

Investigation

18. The misappropriation of project funding by an official was identified on 26 July 2011 by management and reported to the relevant authorities. The chief executive officer has indicated that the matter will be subjected to further forensic investigation.

Donor funding

World Bank Report

19. As requested by the World Bank, a full scope donor funding audit of the financial statements of the SANBI – CAPE GEF YCAPE/WB Project (Grant No. TF 05322) was conducted by me during the year under review. This project is funded by the United Nations Development Programme (UNDP) and the World Bank.

The report covered the period 1 April 2010 to 31 March 2011 and was issued on 29 April 2011.

National Research Foundation Projects (NRF)

20. As requested by the NRF, income and expenditure audits were conducted by an independent private audit firm during the year under review and factual finding reports were issued in connection with the following projects funded by the NRF:

- Incentive Funding for Rated Research Project
- Herpetological Association of Africa Conference
- KISC Project
- IBOL Strategic Workshop
- The Southern African Gnaphalieae Project
- *Oscularia* Project.
- Conservation of Invertebrates in South African Biomes Project
- National Herbarium Research Awards
- Reptile Speciation Project
- Second National Communication Project

These reports covered the period 1 January 2010 to 31 December 2010 and were issued on 8 March 2011 and the Second National Communication Project report was issued on 7 September 2010.

United Nations Development Programme (UNDP)

21. As requested by the UNDP, income and expenditure audits were conducted by another independent private audit firm during the year under review and factual finding reports were issued in connection with the following projects funded by the UNDP:

- Grasslands
- C.A.P.E. Biodiversity Conservation and Sustainable Development

These reports covered the period 1 January 2010 to 31 December 2010 and were issued on 28 May 2011.

Auditor-General

Cape Town
10 August 2011



A U D I T O R - G E N E R A L
S O U T H A F R I C A

Auditing to build public confidence

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE
STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2011

	Notes	March 2011 R	Restated March 2010 R
ASSETS			
Current assets		29,321,158	64,460,550
Consumables	22	97,722	110,977
Biological Assets	29	670,135	-
Trade and other receivables	7	3,549,738	1,991,825
Cash and cash equivalents	8	25,003,563	62,357,748
Non-current assets		194,537,576	200,284,026
Property, plant and equipment	4	116,636,425	116,945,801
Intangible assets	5	2,250,194	1,713,160
Investment property	6	75,650,957	76,126,761
Defined benefit asset	11.1	-	5,498,304
Total assets		223,858,734	264,744,576
LIABILITIES			
Current liabilities		64,194,587	105,225,823
Projects Fund: Unspent commitments	2	28,945,195	61,465,428
Trade and other payables	3	35,249,392	43,760,395
Non-current liabilities		31,170,000	28,750,000
Retirement benefit obligation	11.2	31,170,000	28,750,000
Total Liabilities		95,364,587	133,975,823
Net Assets		128,494,147	130,768,753
Accumulated surpluses		128,494,147	130,768,753
Total net assets		223,858,734	264,744,576

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE
STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 MARCH 2011

	Notes	March 2011 R	Restated March 2010 R
Revenue			
Government grants		160,830,000	150,886,000
Other grants, sponsorships and donations	15	146,506,651	137,946,901
Investment income	17	3,705,384	2,735,235
Sales		1,620,247	1,647,785
Fair Value gain less costs to sell on biological assets		1,646,045	1,040,485
Admission fees		26,261,934	26,126,220
Total Revenue		340,570,261	320,382,626
Other Income			
Rent received		8,572,738	8,223,251
Surplus on disposal of property, plant and equipment		-	32,814
Foreign exchange gain		-	194,702
Gain from a Defined Benefit Asset		512,823	-
Other income	23	4,133,733	4,561,295
Total Income		353,789,555	333,394,688
Expenditure			
Personnel costs - MTEF	18	148,530,127	132,045,808
Personnel costs - Projects	18	24,650,629	21,668,893
Cost of Sales		975,910	1,040,485
Operating expenses	26	85,965,843	81,356,679
Audit fees: External audit	16	1,498,970	1,270,585
Audit fees: Internal audit	16	493,068	1,183,840
Finance costs	12	433	2,033
Depreciation and amortisation	4, 5 & 6	12,419,498	14,725,584
Impairment charge	4	-	728,813
Deficit on disposal of property, plant and equipment		185,298	-
Direct project expenditure	27	81,344,385	90,187,769
		356,064,161	344,210,489
Net deficit for the year		(2,274,606)	(10,815,801)

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE
STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 31 MARCH 2011

	Notes	Income Fund R
Balance at 31 March 2009		141,584,554
Restatement of prior unspent commitments	30.3	979,879
Net deficit for the year as previously reported		(11,795,680)
Balance at 31 March 2010 - Restated		130,768,753
Net deficit for the year		(2,274,606)
Balance at 31 March 2011		128,494,147

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE
CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2011

	Notes	March 2011 R	Restated March 2010 R
Cash flows from operating activities			
Receipts			
		314,359,980	354,755,910
Government grant		160,830,000	150,886,000
Other grants, sponsorships and donations		113,986,418	163,060,348
Commercial and other income		39,543,562	40,809,562
Payments			
		343,062,468	329,820,861
Employee benefits		165,144,383	151,343,249
Suppliers and other payments		177,918,085	178,477,612
Cash (outflow) / inflow from operating activities	19	(28,702,488)	24,935,049
		3,704,951	2,927,904
Investment income	17	3,705,384	2,735,235
Finance costs	12	(433)	(2,033)
Foreign exchange gain		-	194,702
Net cash (outflow) / inflow from operating activities		(24,997,537)	27,862,953
Cash flows from investing activities			
		(12,356,648)	(6,997,073)
Purchase of property, plant and equipment	4	(8,592,547)	(3,437,455)
Purchase of intangible assets	5	(2,168,295)	(566,801)
Purchase of Investment Property	6	(1,632,708)	(3,070,434)
Proceeds from sale of property, plant and equipment		36,902	77,617
Net (decrease) / increase in cash and cash equivalents		(37,354,185)	20,865,880
Cash and cash equivalents at beginning of year		62,357,748	41,491,868
Cash and cash equivalents at end of year	8	25,003,563	62,357,748

1. ACCOUNTING POLICY

The financial statements have been prepared on a going concern basis in accordance with Standards of Generally Recognised Accounting Practice (GRAP) issued by the Accounting Standards Board and approved by the Minister of Finance. The following Standards of GRAP have been issued and are effective. The equivalent South African Statements of Generally Accepted Accounting Practices (GAAP) have also been provided.

GRAP	Statement of GAAP	IAS Statement	Description	Effective date
GRAP 1	AC101	IAS 1	Presentation of Financial Statements	1 April 2005
GRAP 2	AC118	IAS 7	Cash Flow Statements	1 April 2005
GRAP 3	AC103	IAS 8	Accounting Policies, Changes in Accounting Estimates and Errors	1 April 2005
GRAP 4	AC112	IAS 21	The Effects of Changes in Foreign Exchange Rates	1 April 2009
GRAP 5	AC 114	IAS 23	Borrowing Costs	1 April 2009
GRAP 6	AC132	IAS 27	Consolidated and Separate Financial Statements	1 April 2009
GRAP 7	AC110	IAS 28	Investments in Associates	1 April 2009
GRAP 8	AC119	IAS 31	Interests in Joint Ventures	1 April 2009
GRAP 9	AC111	IAS 18	Revenue from Exchange Transactions	1 April 2009
GRAP 10	AC124	IAS 29	Financial Reporting in Hyperinflationary Economies	1 April 2009
GRAP 11	AC109	IAS 11	Construction Contracts	1 April 2009
GRAP 12	AC108	IAS 2	Inventories	1 April 2009
GRAP 13	AC105	IAS 17	Leases	1 April 2009
GRAP 14	AC107	IAS 10	Events After the Reporting Date	1 April 2009
GRAP 16	AC135	IAS 40	Investment Property	1 April 2009
GRAP 17	AC123	IAS 16	Property, Plants and Equipment	1 April 2009
GRAP 19	AC130	IAS 37	Provisions, Contingent Liabilities and Contingent Assets	1 April 2009
GRAP 100	AC142	IFRS 5	Non-current Assets Held for Sale and Discontinued Operations	1 April 2009
GRAP 101	AC137	IAS 41	Agriculture	1 April 2009
GRAP 102	AC129	IAS 38	Intangible Assets	1 April 2009

In the absence of a standard of GRAP that deals with a particular transaction or event, management used judgement in developing and applying an accounting policy. To this end, the standards of the following standard setters should be used in descending order, to the extent that these do not conflict with the Standards of GRAP or the framework for the Preparation and Presentation of Financial Statements:

- International Public Sector Accounting Standards Board (IPSASB).
- International Accounting Standards Board (IASB) and the Framework.
- Accounting Practices Board (APB).
- Accounting Practices Committee (APC) of the South African Institute of Chartered Accountants.

The cash flow statement is prepared in accordance with the direct method.

1.1 Income fund

This Fund relates to the accumulated surplus or deficit of income over expenditure.

1.2 Project fund

This Fund comprises temporary funds, which are project specific in terms of agreed terms between the Institute and funders as well as funds earmarked for major capital projects and also for projects of a non-capital nature. Funding is derived from donations, grants, transfers from the Income fund, and interest on the investment of temporary surpluses in this fund. The balance in the project fund at the end of the year is reflected under unspent commitments project funds as these funds are expected to be spent during the course of the following year.

1.3 Revenue

Revenue from exchange transactions

Revenue from exchange transactions is recognised as income to the extent that it is probable that the economic benefits associated with the transaction will flow to the Institute and the revenue can be reliably measured. Revenue from exchange transactions is measured at the fair value of the consideration received, excluding discounts, rebates, and other sales taxes or duty. The following specific recognition criteria must also be met before revenue is recognised:

Admission fees

Admission fees are recognised on a daily basis as and when they become due.

Donations and Sponsorships

Ad hoc donations and sponsorships are recognised as income when received.

Sale of goods

Revenue from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have passed to the buyer, usually on delivery of the goods.

Investment income

Investment is recognised in the period that it accrues using the effective interest rate method.

Revenue from non-exchange transactions

Revenue from non-exchange transactions refers to transactions where the Institute received revenue from another entity without directly giving approximately equal value in exchange. An inflow of resources from non-exchange transaction is recognised as an asset shall be recognised as revenue, except to the extent that a liability is also recognised in respect of the same inflow.

1.4 Government grants

Government grants are recognised when it is probable that future economic benefits will flow to the Institute and when the amount of the grant can be measured reliably. Government grants are recognised as revenue to the extent that there is no further obligation arising from the receipt of the transfer payment. A liability is recognised to the extent that the grant is conditional. The liability is transferred to revenue as and when the conditions attached to the grant are met.

1.5 Investment Property

Investment Property comprises land and buildings held by SANBI to earn rentals. Where SANBI occupies such property or a significant part thereof, it is classified as an owner-occupied property, and accounted for in accordance with the accounting policy for Property Plant and Equipment. Investment Property is initially recorded at cost including transaction costs. Subsequent measurement is at depreciated historic cost with depreciation computed on a straight line method to nil residual value over an estimated 40 years useful life of buildings. Land is not depreciated.

1.6 Property, plant and equipment

Property, plant and equipment are carried at cost less accumulated depreciation and any impairment losses.

The cost of an item of property, plant and equipment is recognised as an asset when:

- it is probable that future economic benefits associated with the item will flow to the SANBI; and
- the cost or fair value of the item can be measured reliably.

Costs include costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add or replace part of an asset, when such costs meet the recognition criteria. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Depreciation is charged so as to write off the cost or fair value of assets over their estimated useful lives, using the straight line method, on the following basis:

Item	Useful life
Motor vehicles	5 years
Equipment	
- Office equipment, furniture and fittings, art etc.	5 years
- Computer equipment	3 years
Buildings	40 years

Buildings reflect improvements to property occupied on long-term leases or on state-owned land managed by the Institute.

The residual value and the useful life of each asset are reviewed at each reporting date and adjusted if required.

Each part of an item of property, plant and equipment with a cost that is significant in relation to the total cost of the item is depreciated separately.

The depreciation charge for each period is recognised in profit or loss unless it is included in the carrying amount of another asset.

The gain or loss arising from the derecognition of an item of property, plant and equipment is included in profit or loss when the item is derecognised and is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

Repairs and maintenance are charged to the Statement of Financial Performance during the year in which they are incurred.

1.7 Intangible assets

An intangible asset is recognised when:

- it is probable that the expected future economic benefits that are attributable to the asset will flow to the Institute; and
- the cost of the asset can be measured reliably.

Intangible assets are initially recognised at cost.

Intangible assets are carried at cost less any accumulated amortisation and any impairment losses.

The amortisation period and the amortisation method for intangible assets are reviewed every financial year end.

Amortisation is provided to write down the intangible assets, on a straight line basis, to their residual values as follows:

Item	Useful life
Computer software	3 years

1.8 Impairment of non-financial assets

The Institute assesses at each reporting date whether there is any indication that an asset may be impaired. If any such indication exists, SANBI estimates the recoverable amount of the asset. If it is not possible to estimate the recoverable amount of the individual asset, the recoverable amount of the cash-generating unit to which the asset belongs is determined. The recoverable amount of an asset or a cash-generating unit is the higher of its fair value less costs to sell and its value in use. Fair value is the amount an asset could be exchanged between a knowledgeable and willing parties in an arms length transaction. Value in use is the present value of the assets remaining service potential.

If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. That reduction is an impairment loss, which is recognised immediately in surplus or deficit.

A reversal of an impairment loss of assets other than goodwill is recognised immediately in surplus or deficit.

1.9 Consumables

Consumables consists of clothing.

Consumables are measured at the lower of cost and net realisable value on the first-in-first-out basis.

Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

The cost of consumables comprises all costs of purchase, costs of conversion and other costs incurred in bringing the inventories to their present location and condition.

The cost of consumables are assigned using the first-in, first-out (FIFO) formula. The same cost formula is used for all inventories having a similar nature and use to SANBI.

When consumables are sold, the carrying amounts of those consumables are recognised as an expense in the period in which the related revenue is recognised. The amount of any write-down of consumables to net realisable value and all losses of consumables are recognised as an expense in the period the write-down or loss occurs. The amount of any reversal of any write-down of consumables, arising from an increase in net realisable value, are recognised as a reduction in the amount of consumables recognised as an expense in the period in which the reversal occurs.

1.10 Financial instruments

Initial recognition

SANBI classifies financial instruments, or their component parts, on initial recognition as a financial asset, a financial liability or an equity instrument in accordance with the substance of the contractual arrangement.

Financial assets and financial liabilities are recognised on SANBI's Statement of Financial Position when SANBI becomes party to the contractual provisions of the instrument.

When a financial asset or liability is recognised initially, the entity shall measure it at its fair value plus, in the case of a financial asset or financial liability not at fair value through the profit and loss, transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability. Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arms length transaction.

Financial assets

SANBI's financial assets consist of certain Trade and other receivables and Cash and cash equivalents. For measurement purposes, all financial assets are categorised as loans and receivables and after initial measurement are carried at amortised cost using the effective interest method less any allowance for impairment. Gains and losses are recognised in profit or loss when the loans and receivables are derecognised or impaired, as well as through the amortisation process. Financial assets and financial liabilities are offset and the net amount reported in the statement of financial position if, and only if, there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the assets and settle the liabilities simultaneously.

Financial liabilities

Financial liabilities consist of Interest bearing borrowings and certain Trade and other payables. For measurement purposes, all financial liabilities are carried at amortised cost subsequent to initial recognition.

Amortised cost

Amortised cost is computed using the effective interest method less any allowance for impairment. The calculation takes into account any premium or discount on acquisition and includes transaction costs and fees that are an integral part of the effective interest rate. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial instrument to the initial carrying amount of the financial instrument.

Impairment of financial assets

If there is objective evidence that an impairment loss on assets carried at amortised cost has been incurred (such as the probability of insolvency or significant financial difficulties of the debtor), the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows (excluding future expected credit losses that have not been incurred) discounted at the financial asset's original effective interest rate (i.e. the effective interest rate computed at initial recognition). The carrying amount of the asset is reduced through use of an allowance account. The amount of the loss is recognised in profit or loss. Impaired debts are derecognised when they are assessed as uncollectible.

If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed, to the extent that the carrying value of the asset does not exceed its amortised cost at the reversal date. Any subsequent reversal of an impairment loss is recognised in profit or loss.

Derecognition

A financial asset or a portion thereof is derecognised when the entity realises the contractual rights to the benefits specified in the contract, the rights expire and the entity surrenders those rights or otherwise loses control of the contractual rights that comprise the financial asset. On derecognition, the difference between the carrying amount of the financial asset and the sum of the proceeds receivable and any prior adjustments to reflect the fair value of the asset that were reported in equity is included in net surplus or deficit for the year.

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or has expired.

1.11 Retirement fund and other Post employment benefits

Retirement benefits are provided for employees through separate pension and provident funds to which both employer and employee contribute.

The funds are regulated by the Pension Funds Act and operated as defined contribution plans managed by an independent board of trustees. The provident fund plan incorporates a defined benefit underpin for members of the plan prior to November 1995.

Payments made to industry-managed (or state plans) retirement benefit schemes are dealt with as defined contribution plans where the SANBI's obligation under the schemes is equivalent to those arising in a defined contribution retirement benefit plan.

Actuarial gains and losses are recognised as income or expense when the net cumulative unrecognised actuarial gains and losses for each individual plan at the end of the previous reporting period exceeded 10% of the higher of the defined benefit obligation and the fair value of plan assets at that date. These gains or losses are recognised over the expected average remaining working lives of the employees participating in the plans.

The past service costs are recognised as an expense on a straight line basis over the average period until the benefits become vested. If the benefits have already vested, immediately following the introduction of, or changes to, a pension plan, past service costs are recognised immediately.

The defined benefit asset or liability comprises the present value of the defined benefit obligation (using a discount rate based on corporate bonds), less past service costs not yet recognised and less the fair value of plan assets out of which the obligation are to be settled. Plan assets are assets that are held by a long-term employee benefit fund or qualifying insurance policies. Plan assets are not available to the creditors of the SANBI nor can they be paid directly to SANBI. Fair value is based on market price information and in the case of quoted securities it is the published bid price. The value of any plan asset recognised is restricted to the sum of any past service costs not yet recognised and the economic benefits available in the form of refunds from the plan or reductions in the future contributions to the plan.

The post employment medical benefits are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rates of return on assets, future salary increases, mortality rates and pension increases. Due to the long-term nature of these plans, such actuarial estimates are subject to significant uncertainty.

1.12 Taxation

No provision has been made for taxation, as SANBI is exempt from income tax in terms of Section 10 of the Income Tax Act, 1962 (Act no. 58 of 1962).

1.13 Value Added Tax

The Revenue Laws Amendment Act, 2003 (Act No. 45 of 2003) commenced on 22 December 2003. Previously, the definition of enterprise placed SANBI listed in Schedule 3A within the scope of VAT. The Amendment Act, however has amended this definition of enterprise and effectively places SANBI outside the scope of VAT. The amended definition of enterprise came into operation on 1 April 2005. Notwithstanding this, certain projects are obliged to register for VAT when certain criteria are met.

1.14 Operating leases

The determination of whether an arrangement is, or contains a lease is based on the substance of the arrangement at inception date and whether the fulfilment of the arrangement is dependent on the use of a specific asset or assets or the arrangement conveys a right to use the asset.

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. Where the SANBI does not transfer substantially all the risks and benefits of ownership of the asset, the lease is classified as an operating lease. Operating lease payments are recognised in the statement of financial performance as an expense when paid.

SANBI as lessor

Rental income is recognised on a monthly basis as a percentage of the lessees' turnover.

1.15 Fruitless, wasteful and irregular expenditure

Irregular expenditure means expenditure incurred in contravention of, or not in accordance with, a requirement of the Public Audit Act, 2004 (Act No. 25 of 2004). Fruitless and wasteful expenditure means expenditure that was incurred in vain and would have been avoided should reasonable care have been exercised. All irregular, fruitless or wasteful expenditure is charged against income in the period it was incurred.

1.16 Significant accounting judgements

In preparing the annual financial statements, management is required to make estimates and assumptions that affect the amounts represented in the annual financial statements and related disclosures. Use of available information and the application of judgement are inherent in the formation of estimates. Actual results in the future could differ from these estimates which may be material to the annual financial statements.

Useful lives of property, plant and equipment

For the financial period under review, management applied judgement in determining the extended useful lives of fixed assets in terms GRAP 17 (Property, Plant and Equipment). Refer to accounting policy note 1.6.

Retirement benefits

The cost of defined benefit pension plans and other post employment medical benefits as well as the present value of the pension obligation is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, expected rates of return of assets, future salary increases, mortality rates and future pension increases. All assumptions are reviewed at each reporting date. In determining the appropriate discount rate management considers the interest rates of corporate bonds in the respective country with an AAA or AA rating. The mortality rate is based on publicly available mortality tables for the specific country.

Future salary increases and pension increases are based on expected future inflation rates for the specific country.

Refer to note 11 for further details of assumptions.

Impairment of receivables

Impairment of receivables are recognised when the SANBI's outstanding debtors are above 120 days and debts which on merit appear to be irrecoverable.

1.17 Foreign currencies

Transactions in currencies other than the functional currency (Rands) are initially recorded at the rates of exchange ruling on the dates of the transactions. Monetary assets and liabilities denominated in such currencies are retranslated at the rates ruling on the Statement of reporting date. Exchange differences arising on the settlement of monetary items or on reporting an enterprise's monetary items at rates different from those at which they were initially recorded are recognised as income or expenses in the year in which they arise.

SANBI did not enter into forward contracts and options in order to hedge its exposure to foreign exchange risks, during the financial year under review.

1.18 Related parties

All transactions and balances with national departments of Government and state-controlled entities are regarded as related party transactions and are disclosed separately in the notes to the annual financial statements.

Parties are considered to be related if one party has the ability to control the other party or to exercise significant influence or joint control over the other party in making financial and operational decisions.

A related party transaction is a transfer of resources, services or obligations between related parties, regardless of whether a price is charged.

1.19 Rental Income

Rental income arising from operating leases is accounted for based on the lessees' turnover. This makes it impractical to account for rental income on a straight line basis. Contingent rental payments are recognised as income in the period in which they accrue.

1.20 Events after the reporting period

After the year end, management identified an occurrence of misappropriation of funds by a SANBI official. The relevant authorities have been informed and criminal proceedings have been instituted. An investigation of the matter is still underway.

1.21 Biological assets

SANBI's main purpose is the conservation of a representative system of biodiversity, encompassing fauna, flora and unique scenery within the National Botanical Gardens and the Scientific management of the ecosystem under its management authority. SANBI does not focus on traditional natural resource management of species, but rather on ecosystem management and ecological integrity within the Botanical Gardens. SANBI can intervene in eco-system responsibility and sustainability, but it focuses management on complementing natural processes (e.g. fires and disease outbreaks) under a minimum interference philosophy. SANBI does not manage the reproduction of biodiversity, but works to maintain biodiversity representativity through complementary programmes that promote resilience and ensure ecosystem integrity.

SANBI acquired the majority of its biodiversity at no cost to SANBI. SANBI management is involved in the biological transformation of fauna and flora primarily to provide the public with access to recreational resources, rather than for sale purposes. SANBI does not measure the quantities and value of biological assets as they are not of a nature that can be easily counted. SANBI's conservation of its flora does not amount to agricultural activity.

However, when surplus plants are on hand these plants are sold to the public. These plants are then considered to be agricultural produce (in that the intention changes from conservation to sale), therefore the plants fall into the scope of GRAP 101. These plants are then valued in terms of this standard at Fair Value less costs to sell, with the fair value adjustment being included in the Statement of Financial Performance.

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

	March 2011 R	Restated March 2010 R	
2 Unspent Commitments Funds			
2.1 Projects Fund: Unspent commitments			
Income			
Government grants	10,000,000	10,000,000	
Other grants, sponsorships and donations	110,683,310	160,476,126	
Investment income	1,080,318	2,045,791	
Sales	5	200	
Foreign exchange loss	-	(4,486)	
Other income	66,331	1,271,873	
	<u>121,829,964</u>	<u>173,789,504</u>	
Less: Expenditure			
Expenditure capitalised	8,068,458	4,716,296	
Expenditure not capitalised	146,281,739	143,959,761	
	<u>(32,520,233)</u>	<u>25,113,447</u>	
Unspent commitments project funds at beginning of the year	61,465,428	36,351,981	
Unspent commitments project funds at the end of the year	28,945,195	61,465,428	
2.2 Total projects fund: unspent commitments: 2011	Closing balance	Movement	Opening balance
MTEF	7,330,443	3,431,964	3,898,479
External funded	21,614,752	(35,952,197)	57,566,949
Total projects fund: unspent commitments as at 31 March 2011	28,945,195	(32,520,233)	61,465,428
Total projects fund: unspent commitments: 2010 - restated	Closing balance	Movement	Opening balance
MTEF	3,898,479	4,654,742	(756,263)
External funded	57,566,949	20,458,705	37,108,244
Total projects fund: unspent commitments as at 31 March 2010	61,465,428	25,113,447	36,351,981

	March 2011 R	March 2010 R
3 Trade and other payables		
Trade payables	9,651,349	9,342,416
Other payables *	13,691,175	21,907,311
Leave liability	7,861,594	8,678,161
Services bonuses	3,969,274	3,755,930
Performance and related incentives	76,000	76,577
	35,249,392	43,760,395

* Other payables consist of mainly of year end accruals.

Terms and conditions of the above financial liabilities

- Trade and other payables are non-interest bearing and are normally settled within 30 days.

4 Property, plant and equipment

Cost

On hand at start of financial year
Purchases
Demolished / disposals / write-offs
Impairment charge

On hand at end of financial year

Accumulated depreciation

Accumulated depreciation at start of financial year
Depreciation for the year
Depreciation on disposals / write-offs
Impairment charge

Accumulated depreciation

Net book value at end of financial year

March 2011			
Total	Land and Buildings	Vehicles	Equipment
R	R	R	R
177,613,842	123,562,131	12,381,699	41,670,012
8,592,547	4,819,679	430,698	3,342,170
(323,861)	-	(92,048)	(231,813)
-	-	-	-
185,882,528	128,381,810	12,720,349	44,780,369
60,668,041	18,225,952	7,309,866	35,132,223
8,854,659	3,120,614	1,106,412	4,627,633
(276,597)	-	(73,638)	(202,959)
-	-	-	-
69,246,103	21,346,566	8,342,640	39,556,897
116,636,425	107,035,244	4,377,709	5,223,472

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

	Restated March 2010			
	Total	Land and Buildings	Vehicles	Equipment
	R	R	R	R
Cost				
On hand at start of financial year	255,889,751	204,126,236	11,855,916	39,907,599
Prior period classification error to Investment Property	(81,081,323)	(81,081,323)	-	-
Restated	174,808,428	123,044,913	11,855,916	39,907,599
Prior period classification error to intangibles	407,711	-	-	407,711
Purchases	3,437,455	1,301,885	525,783	1,609,787
Demolished / disposals / write-offs	(255,085)	-	-	(255,085)
Impairment charge	(784,667)	(784,667)	-	-
On hand at end of financial year	177,613,842	123,562,131	12,381,699	41,670,012
Accumulated depreciation				
Accumulated depreciation at start of financial year	55,226,547	21,913,238	5,943,517	27,369,792
Prior period classification error to Investment Property	(6,576,074)	(6,576,074)	-	-
Restated	48,650,473	15,337,164	5,943,517	27,369,792
Depreciation for the year	12,283,702	2,944,642	1,366,349	7,972,711
Depreciation on disposals / write-offs	(210,280)	-	-	(210,280)
Impairment charge	(55,854)	(55,854)	-	-
Accumulated depreciation	60,668,041	18,225,952	7,309,866	35,132,223
Net book value at end of financial year	116,945,801	105,336,179	5,071,833	6,537,789

In accordance with the mandate as envisaged in the National Environmental Management Biodiversity Act (NEMBA), SANBI is responsible for managing, controlling and maintaining all National Botanical Gardens. The majority of the land that is currently utilised as National Botanical Gardens in the Republic belongs to different tiers of government, and the control of the land is vested in SANBI in accordance with its mandate.

A register containing the details of property, plant and equipment is available for inspection at the Institute's registered office.

There are no restrictions, as no title / property plant and equipment is pledged as security for any liabilities.

5 Intangible assets**Cost**

On hand at start of financial year

Prior period classification error

Purchases

Demolished / disposals / write-offs

On hand at end of financial year - Restated**Accumulated amortisation at start of financial year**

Accumulated amortisation at start of financial year

Amortisation for the year

Amortisation on disposals / write-offs

Accumulated amortisation at end of financial year**Net book value at end of financial year**

	March 2011	Restated March 2010
	Computer Software	Computer Software
	R	R
On hand at start of financial year	4,338,225	4,179,135
Prior period classification error	-	(407,711)
Purchases	2,168,295	566,801
Demolished / disposals / write-offs	(918,948)	-
On hand at end of financial year - Restated	5,587,572	4,338,225
Accumulated amortisation at start of financial year		
Accumulated amortisation at start of financial year	2,625,065	1,632,105
Amortisation for the year	1,456,324	992,960
Amortisation on disposals / write-offs	(744,011)	-
Accumulated amortisation at end of financial year	3,337,378	2,625,065
Net book value at end of financial year	2,250,194	1,713,160

6 Investment property**Cost**

On hand at start of financial year

Purchases

On hand at end of financial year**Accumulated depreciation**

Accumulated depreciation at start of financial year

Depreciation for the year

Accumulated depreciation at end of financial year**Net book value at end of financial year**

	March 2011	Restated March 2010
	Buildings	Buildings
	R	R
On hand at start of financial year	84,151,757	81,081,323
Purchases	1,632,708	3,070,434
On hand at end of financial year	85,784,465	84,151,757
Accumulated depreciation		
Accumulated depreciation at start of financial year	8,024,996	6,576,074
Depreciation for the year	2,108,512	1,448,922
Accumulated depreciation at end of financial year	10,133,508	8,024,996
Net book value at end of financial year	75,650,957	76,126,761

The fair value of Investment Property at 31 March 2011 is R182 762 713. The basis for determining the fair value is the insured replacement value of the buildings. The buildings cannot be disposed of by SANBI under normal market conditions as the land is owned by government.

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

7 Trade and other receivables	March 2011 R	March 2010 R
Trade debtors	3,275,654	1,053,682
Provision for doubtful debts	(481,145)	(389,456)
Receiver of Revenue (VAT)	14,437	79,714
Accrued income	262,544	123,403
Prepaid expenses	89,266	123,436
Other	388,982	1,001,046
	<u>3,549,738</u>	<u>1,991,825</u>

Terms debtors consist mainly of Rental Income from restaurants. Trade debtors are non-interest bearing and based on 30 days from invoice.

Fair value of trade and other receivables

Trade and other receivables	<u>3,549,738</u>	<u>1,991,825</u>
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Amounts neither past due nor impaired are considered fully recoverable. No credit quality issues are noted.

Trade and other receivables past due but not impaired

Trade and other receivables which are less than 3 months past due are not considered to be impaired. At 31 March 2011, R28 506 (2010: R175 804) were past due, but not impaired.

The ageing of amounts past due but not impaired is as follows:

0 - 1 month past due	6,046	4,185
1 - 2 month past due	-	40,792
2 - 3 month past due	3,976	130,827
	<u>10,022</u>	<u>175,804</u>

Trade and other receivables impaired

As of 31 March 2011, trade and other receivables of R481 145 (2010: 389 456) were impaired and provided for.

The ageing of these loans is as follows:

3 to 6 months	<u>481,145</u>	<u>389,456</u>
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Reconciliation of provision for impairment of trade and other receivables

Opening balance	389,456	630,660
Provision provided /(reversed) in the year	91,689	(241,204)
	<u>481,145</u>	<u>389,456</u>

	March 2011 R	March 2010 R
8 Cash and cash equivalents		
Short term deposits	11,529,498	25,885,949
Cash on hand	1,153,919	914,561
Bank balances	12,320,146	35,557,238
	25,003,563	62,357,748
Cash on current accounts at banks earns interest. Short-term deposits are made for varying periods of between one day and three months, depending on the immediate cash requirements of SANBI and earn interest at the respective short-term deposit rates.		
9 Capital commitments		
Approved and contracted:		
Capital projects	2,403,508	11,699,598
	2,403,508	11,699,598
These are commitments in respect of various contracts.		
10 Contingent liabilities		
Guarantees		
Staff housing guarantees, estimated maximum	170,698	312,100
Recoverable from retirement funds	(170,698)	(312,100)
	-	-

SANBI assists qualifying officials partly for housing loans from financial institutions. For this purpose agreements have been entered into with approved financial institutions to the effect that SANBI will guarantee a maximum of 20% of the housing loan for which a person qualifies. The maximum amount is based on the official's basic salary. SANBI guaranteed 12 loans in the current year (2010: 19). The guarantees are fully recoverable from the employees' cash portion of their retirement fund.

Forensic Audit

A forensic audit was conducted on the Greening of Nation project. The findings resulted in the suspension of the contract with the service provider and also the lodging of a criminal case. SANBI has agreed to engage an arbitration process for termination of the contract. In the unlikely event of the award going in favour of the service provider, SANBI may be expected to pay R950 000, being the retainer withheld in terms of the original contract.

Municipal Services

National Department of Public Works (NDPW) paid municipal services on Farm 875, Cecil John Rhodes, Western Cape to the City of Cape Town Municipality since September 2003, amounting to R3,3 million. Farm 875 is under custodianship of Kirstenbosch - operated by SANBI. NDPW wants to recover the services paid from SANBI. The legality of the potential claim is under investigation.

Claim submitted by 3rd Party

A claim of R1,8 million submitted by 3rd party for injury suffered at Garden. Claim submitted to insurers for assessment of liability. The claim is still under investigation.

11 Retirement funds**11.1 Post-Retirement benefits**

The South African National Biodiversity Institute Retirement Funds consist of the South African National Biodiversity Institute Provident Fund and the South African National Biodiversity Institute Pension Fund.

Membership of the funds are a prerequisite for all permanently employed staff employed as from the 1st of December 1994.

The policy is to provide retirement benefits for employees by means of separate Pension and Provident Funds to which both employee and employer respectively, contribute in equal proportion.

The funds are administered by the South African Mutual Life Assurance Society (Old Mutual), which is registered in terms of the Pension Fund Act 24 of 1956.

The Provident Fund is a defined contribution fund, except for members in service on or before 30 November 1995 who qualify for a defined benefit from the fund. The Pension Fund is also a defined contribution fund. The employer contributes to the Provident Fund while the employees' contribution is paid to the Pension Fund.

The surplus of the actuarial valuation as 31 March 2011 has been taken into account in the AC116 as at 31 March 2011 calculation.

The next statutory actuarial valuation will be undertaken in June 2011.

Retirement benefit income statements amounts are included in personnel costs - refer note 18.

Fund information for the year	March 2011 R	March 2010 R
Total Employer's Contribution	4,917,627	7,007,727
Fair Value of Defined Benefit Obligations		
Present value of obligation as at 31 March 2010	(172,570,646)	(165,541,408)
Interest cost	(13,705,219)	(13,243,651)
Current service cost	(7,425,052)	(7,007,727)
Benefits paid	14,299,709	20,772,616
Present value of obligation as at 31 March 2011	183,736,355	172,570,646
Actuarial loss	4,335,147	7,550,476
Fair Value of Plan Assets		
Fair value plan of assets as at 31 March 2010	186,917,313	184,884,255
Expected return on plan assets	16,798,705	16,033,506
Contributions	4,917,627	7,007,727
Benefits paid	(14,299,709)	(20,772,616)
Fair value of plan assets as at 31 March 2011	(194,360,087)	(186,917,313)
Actuarial gain (loss) on plan assets	(26,151)	235,559

	March 2011 R	March 2010 R
Unrecognised Actuarial Loss / (Gain)		
Unrecognised actuarial (gain) as at 31 March 2010	(8,848,363)	(14,327,327)
Recognised actuarial (gain) / loss as at 31 March 2010	-	-
Net Unrecognised actuarial gain as at 31 March 2010	(8,848,363)	(14,327,327)
Actuarial loss / (gain) on present value of obligation	4,335,147	6,947,406
Actuarial loss on fair value of plan assets	(26,151)	235,559
(Loss) / gain recognised in terms of corridor rule are provided for	(6,084,364)	(1,704,001)
Unrecognised actuarial gain as at 31 March 2011	(10,623,731)	(8,848,363)
Amounts recognised in the Statement of Financial Position		
Present value of fund obligation	(183,736,355)	(172,570,646)
Fair value of plan assets	194,360,087	186,917,313
Surplus in plan	10,623,732	14,346,667
Unrecognised actuarial gains	(10,623,732)	(8,848,363)
Net asset in balance sheet *	-	5,498,304

Post - retirement benefits

- * In terms of clause 60 of AC116 an asset should not be recognised in the entity's statement of financial position unless the entity has control of the asset, the asset arises due to past events (e.g. excess contributions) and the entity has beneficial use of the assets (e.g. *via* a contribution holiday or cash refund). A liability must always be recognised. The Employer Surplus Account as at 31 March 2011 was R10 623 731, but according to AC116 no surplus was recognised in the statement of financial position. The best estimate of contributions to be made in the next financial year is R5.3 million.

Current service cost	7,425,052	7,007,727
Interest on obligation	13,705,219	13,243,651
Expected return on plan assets	(16,798,705)	(16,033,506)
Net actuarial loss / (gains) recognised in the current year	6,084,364	1,704,002
Past service cost	-	603,070
Net expense recognised in Statement of Financial Performance	10,415,930	6,524,944
Key Actuarial Assumptions in determining the above positions		
Discount rate (annualised yield on R157)	7.97%	8.11%
Inflation rate (Difference in annualised yield R186 and R197)	6.30%	5.50%
Expected rate of salary increases (Inflation + 1%)	7.30%	6.50%
Expected rate of return on plan assets (Actuarial valuation)	9.00%	9.00%

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

5 year History

Year ending	31 March 2007		31 March 2008		31 March 2009		31 March 2010		31 March 2011	
	R		R		R		R		R	
Present Value of Obligation	152,103,000		178,218,000		165,541,408		172,570,646		183,736,355	
Present Value of Assets	60,689,984		183,870,883		184,884,255		186,917,313		194,360,087	
Surplus (Shortfall)	8,586,984		5,652,883		(19,342,847)		14,346,667		10,623,732	
Experience adjustments - Liabilities										
Interest cost	10,946,525		14,207,379		16,710,928		13,243,651		13,705,219	
Expected Contributions made	4,295,312		4,667,340		5,867,381		7,007,727		4,917,627	
Benefit paid	(4,028,102)		(8,269,362)		(8,696,803)		(20,772,616)		(14,299,709)	
Increase in Liabilities	34,547,000		26,115,000		(17,692,112)		6,426,167		8,658,284	
Versus - Experience adjustments - Liabilities	11,213,735		10,605,357		13,881,506		(521,238)		4,323,137	
Actuarial (gain) loss on Liabilities	23,333,265	15.3%	15,509,643	8.7%	(31,573,618)	-19.1%	6,947,405	4.0%	4,335,147	2.4%
Experience adjustments - Assets										
Investment returns	11,220,207		14,309,560		16,423,798		16,033,506		16,798,705	
Contributions made	5,175,158		4,805,000		5,867,381		7,007,727		4,917,627	
Benefits paid	(4,028,102)		(8,269,362)		(8,696,803)		(20,772,616)		(14,299,709)	
Increase in Assets	40,523,519		23,180,899		26,175,380		2,504,176		7,442,774	
Versus - Experience adjustments - Assets	12,367,263		10,845,198		13,594,376		2,268,617		7,416,623	
Actuarial loss on Assets	28,156,256	17.5%	12,335,701	6.7%	12,581,004	6.8%	235,559	0.1%	26,151	0.0%

11.2 Post - retirement medical aid benefits

Amounts Recognised in the Statement of Financial Performance

	March 2011 R	March 2010 R
Post-employment medical benefits:		
Current service cost	1,270,000	1,300,000
Interest cost	2,680,000	2,560,000
Net actuarial gains recognised in the year	(980,000)	(2,700,000)
Total included in employee benefits expense	<u>2,970,000</u>	<u>1,160,000</u>

Amounts Recognised in the Statement of Financial Position**Post-employment medical benefits:****Present value of funded obligations**

- Members	29,880,000	27,210,000
- Non-members	1,290,000	1,540,000

Net Liability in the Statement of Financial Position**31,170,000****28,750,000****Long - term provision****31,170,000****28,750,000****Movements in the Net Liability in the Statement of Financial Position:**

Post-employment medical obligation:

Net liability at start of year	28,750,000	28,020,000
Interest cost	2,680,000	2,560,000
Current service cost	1,270,000	1,300,000
Benefit payments	(550,000)	(430,000)
Projected accrued services liability at end of year	32,150,000	31,450,000
Actuarial (gain) loss	(980,000)	(2,700,000)
Net liability at end of year	<u>31,170,000</u>	<u>28,750,000</u>

Post - retirement medical aid benefits *(continued)*

	March 2011 R	March 2010 R
Principal Actuarial Assumptions at Statement of reporting date:		
Discount rate 31 March (%)	9.20%	9.00%
General increases to medical aid subsidy (%)	6.50%	6.50%
Proportion continuing membership at retirement (%)	100.00%	100.00%
Proportion of retiring members who are married (%)	90.00%	90.00%

Retirement age (years)**60****60**

Certain staff retire at 65 years.

Projection of liability to 31 March 2012

The projection of the results from 31 March 2011 to 31 March 2012, assuming that the experience follows the assumptions exactly, is as follows :

Post-employment medical obligation:

	R
Net liability at start of year	31,170,000
Interest cost	2,970,000
Current service cost	1,380,000
Benefit payments	(610,000)
Projected accrued services liability at end of year	34,910,000

Sensitivity Analyses

The results are dependent on the assumptions used. The table below illustrates the impact on the past service cost as at 31 March 2011.

In-Service and Continuation Members	Accrued Service Liabilities as at 31.3.2011 (R million)	% Increase
Assumptions as above	31.17	
Discount rate - increases by 1% p.a.	26.92	-14%
Discount rate - reduces by 1% p.a.	36.54	17%
Medical Aid subsidy inflation - increases by 1% p.a.	36.71	18%
Medical Aid subsidy inflation - reduces by 1% p.a.	26.73	-14%
Retirement age - 65 for all employees who joined on or before 13 February 2000; retirement age 60 for all who joined on or after 14 February 2000.	24.88	-20%
Discount rate - reduces by 1% p.a.	1.73	25%
Medical Aid subsidy inflation - increases by 1% p.a.	1.74	26%
Medical Aid subsidy inflation - reduces by 1% p.a.	1.10	-20%
Retirement age - 65 for all employees who joined on or before 13 February 2000; retirement age 60 for all who joined on or after 14 February 2000.	1.12	-19%
Interest Cost	1.4.2011 - 31.3.2012 (R million)	% Increase
Assumptions as above	2.97	
Discount rate - increases by 1% p.a.	2.83	-5%
Discount rate - reduces by 1% p.a.	3.11	5%
Medical Aid subsidy inflation - increases by 1% p.a.	3.51	18%
Medical Aid subsidy inflation - reduces by 1% p.a.	2.53	-15%
Retirement age - 65 for all employees who joined on or before 13 February 2000; retirement age 60 for all who joined on or after 14 February 2000.	2.36	-21%

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

	March 2011 R	March 2010 R
12 Finance costs		
Interest paid: other	433	2,033
	433	2,033

13 Risk Management

In the course of SANBI's operations it is exposed to credit, liquidity and market risk. SANBI has developed a comprehensive risk strategy in terms of Treasury Regulation 27.2 (require a public entity to have a comprehensive risk management strategy, which includes a fraud prevention plan) in order to monitor and control these risks. The risk management process relating to each of these risks is discussed under the headings below.

SANBI's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on SANBI's financial performance. SANBI does not use derivative financial instruments to hedge risk exposures. Risk management is performed by management under policies approved by the executive committee. Management identifies, evaluates and manages financial risks in close co-operation with SANBI's operating units.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities.

SANBI's risk to liquidity is a result of the funds available to cover future commitments. The Institute manages liquidity risk through an ongoing review of future commitments and credit facilities.

Cash flow forecasts are prepared.

Prudent liquidity risk management implies maintaining sufficient cash and obtaining the continued commitment from the Department of Environmental Affairs for the government grant and related project funding.

Due to the nature of the business, management maintains flexibility in funding by maintaining expenses below budget.

The table below analyses SANBI's financial liabilities into relevant maturity groupings based on the remaining period at the statement of financial position to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash flows. Carrying amounts equate to their fair values.

At 31 March 2011	Total R	Less than 1 month R	Between 1 and 3 months R	Between 4 and 12 months R	Later than 1 year R
Trade and other payables	23,342,721	16,363,720	6,908,045	70,956	-
At 31 March 2010	Total R	Less than 1 month R	Between 1 and 3 months R	Between 4 and 12 months R	Later than 1 year R
Trade and other payables	31,249,727	25,885,493	5,231,624	132,610	-

13 Risk Management (continued)**Market risk****Interest rate risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

SANBI obtains competitive rates from approved financial institutions on a monthly basis. SANBI's exposure to interest rate risk and the effective interest rates on financial instruments at the statement of reporting date are as follows:

	March 2011		March 2010	
	Amount	Effective interest rate	TOTAL	Effective interest rate
Floating rate				
YTD 31 March 2011				
Assets				
Cash	11,529,498	5.0%	25,885,949	6.7%
Accounts receivable	-	0.0%	-	0.0%
Total financial assets	11,529,498		25,885,949	
Total financial assets	11,529,498		25,885,949	
Total financial liabilities	-		-	
	11,529,498		25,885,949	

Interest rate risk - Deposits

As SANBI has significant interest-bearing assets, hence SANBI's income and operating cash flows are dependent on changes in market interest rates.

SANBI reviews its interest rate exposure on a regular basis. Market rates are compared with stable and credit-rated financial institutions. Various institutional rates are simulated taking into consideration terms of deposits, availability of cash resources and any related risk factors. Based on these scenarios, the impact of a positive 1% shift in deposit interest rates will have R125,167 (2010: R322,053) on income.

13 Risk Management *(continued)*

	March 2011 R	March 2010 R
Sensitivity	Deposit rate 1 % higher	Deposit rate 1 % higher
Investment income	125,167	322,053
Sensitivity	Deposit rate 1 % decrease	Deposit rate 1 % decrease
Investment income	125,167	322,053

Risk Management**Credit risk**

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Financial assets, which potentially subject SANBI to the risk of non performance by counter parties, consist mainly of cash and cash equivalents and accounts receivable.

SANBI limits its treasury counter-party exposure by only dealing with well-established financial institutions approved by National Treasury through the approval of their cash management policy in terms of Treasury Regulation. SANBI's exposure is continuously monitored by the Accounting Authority.

SANBI does not have any material exposure to any individual or counter-party. SANBI's largest concentration of credit risk is limited mainly to the sale of plants. No events occurred in the industry during the financial year that may have an impact on the accounts receivable that has not been adequately provided for.

SANBI no longer assists qualifying employees to obtain 100% housing loans from financial institutions without a cash deposit, as the financial institution concentrate more on the affordability other than what the staff member qualifies for. However, these guarantees are fully recoverable from the employees' cash portion of their retirement fund.

	March 2011 R	March 2010 R
Maximum exposure to credit risk of financial assets at year end:		
Trade receivables	3,927,180	2,178,131
Cash and cash equivalents	25,003,563	62,357,748
Guaranteed loans	170,698	312,100
Fair value of financial assets at year-end		
Trade receivables	3,927,180	2,178,131
Cash and cash equivalents	25,003,563	62,357,748

Sensitivity Analysis

The entity is mainly exposed to the US dollar currencies.

14 Capital management policy

The objective of SANBI is to maintain a strong capital base so as to maintain public sector confidence and to sustain future development of the SANBI. The Institute is a schedule 3A public entity and reports to the Department of Environmental Affairs (DEA) and the latter reports to National Treasury. SANBI is in discussion with DEA and Treasury regarding the SANBI's capital requirements to meet its strategic objectives.

15 Other Grants, sponsorships and donations	March 2011 R	March 2010 R
Government		
Department of Environmental Affairs	79,504,191	89,279,260
Department of Water Affairs and Forestry	13,654,207	9,158,061
Department of Science and Technology	-	2,700,000
National Lotteries Board	-	325,402
Western Cape Provincial Government	500,000	-
South African Environmental Observation Network (NRF)	1,619,857	750,500
Gauteng Department of Agriculture Conservation & Environment	900,000	1,000,000
Rand Water	194,654	120,000
CSIR (Council for Scientific Research)	250,000	16,480
Eastern Cape Parks Board	191,305	-
Medical Research Council	102,410	7,500
National Research Foundation	821,752	562,659
City of Tshwane	-	735,000
	97,738,376	104,654,862

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

	March 2011 R	March 2010 R
Other Grants, sponsorships and donations (Continued)		
Foreign		
Food and Agriculture Organisation	1,346,644	-
EDIT (European Distributed Institute for Taxonomy)	29,497	-
Netherlands Centre for Biodiversity Naturalis	158,842	-
Birdlife International	-	23,281
CEPF via Conservation International	779,558	1,269,760
European Commission FP6 Programme	247,396	129,399
GBIF	361,575	200,000
German Development Cooperation (GTZ)	100,000	-
BIOPAT E.V.	60,383	-
JRS Biodiversity Foundation	-	709,493
Macauley Institute	-	18,037
Norwegian Government (via DEA)	985,943	2,681,516
Royal Botanic Gardens Kew	-	2,106,140
Royal Danish Embassy	-	961,000
Rufford Maurice Laing Foundation	-	82,834
Smithsonian Institute	-	83,753
The Andrew W Mellon Foundation	-	3,976,991
The Open University	167,872	233,462
The World Bank (International Bank for Reconstruction and Development)	204,788	18,531,912
UNDP	7,208,247	20,579,093
UNEP	234,106	643,805
UNOPS	238,660	556,740
University of Connecticut	-	51,195
University of Hamburg	-	1,296,320
Western Australian Department of Environment and Conservation	-	171,821
Wildlife Conservation Society (WCS)	-	13,006
World Resources	30,371	-
WWF (World Wide Fund for Nature)	197,775	387,877
	12,351,657	54,707,435

	March 2011 R	March 2010 R
Other Grants, sponsorships and donations (Continued)		
Corporate		
Featherbrooke Estate	-	10,000
SA Gold Coin Exchange	300,000	-
Inyanda Coal	-	83,176
Old Mutual	1,562,000	1,451,531
Pick 'n Pay	-	29,500
Richards Bay Minerals	-	22,964
SAPPI	417,190	285,000
Standard Bank of South Africa	-	30,000
	2,279,190	1,912,171
Individuals & Organisations		
Camellia Society	15,100	-
Distell	150,000	-
Cape Town Tourism	-	100,000
Cape Nature Conservation	-	70,000
Norvatis	110,000	-
Claremont Rotary Club	-	50,000
Kogelberg Biosphere Reserve Company	-	20,000
The Parker Family of Elandsfontein Nature Reserve	-	50,000
Table Mountain Fund	215,500	732,205
The Botanical Society of South Africa	696,340	392,331
SANParks	35,079	10,000
University of Western Cape	50,000	-
	1,272,019	1,424,536

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

	March 2011 R	March 2010 R
Other Grants, sponsorships and donations (Continued)		
Trusts		
BOE Trust Ltd	30,000	22,500
Dr Sunshine	22,522	1,684
Estate Helen Mitchell	-	12,284
Fitzroy Trust	45,000	80,000
Graafs Trust	-	1,388
HR Hill Trust	50,719	86,026
Botanical Education Trust	92,515	-
Environmental Wildlife Trust	10,000	-
Rowland & Leta Hill Trust	-	50,000
Sundry	400	8,625
	251,156	262,507
Other		
Bench Donations	37,000	82,464
Sundry Donations	57,020	16,373
	94,020	98,837
Total Donations, Grants and Sponsorships for the year received	113,986,418	163,060,348
Project Income transferred - Unspent commitments funds	32,520,233	(25,113,447)
TOTAL	146,506,651	137,946,901

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

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		March 2011 R	March 2010 R
16	External audit	1,498,970	1,270,585
	Fees	1,495,245	1,263,081
	Expenses	3,725	7,504
	Internal audit	493,068	1,183,840
	Fees	388,588	690,497
	Expenses	39,616	42,520
	Other services	64,864	450,823
		1,992,038	2,454,425
17	Investment income		
	Interest revenue		
	Bank - call account	3,137,887	1,256,568
	Bank - call account : Project funds	1,080,320	1,478,667
		3,705,384	2,735,235
18	Personnel costs		
	Personnel costs and benefits	165,597,901	150,732,666
	Provident fund	3,890,986	482,784
	Leave and workmen's compensation	721,869	1,339,251
	Post retirement medical aid	2,970,000	1,160,000
		173,180,756	153,714,701

Personnel costs include all amounts paid to employees including payments to retirement funds as disclosed in note 11.

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

		March 2011 R	Restated March 2010 R
19	Cash flows from operating activities		
	Notes		
	Net deficit for the year	(2,274,606)	(10,815,801)
	Adjustments for:		
	Depreciation and amortisation	12,419,498	14,725,584
	Impairment charge	-	728,813
	Investment income	(3,705,384)	(2,735,235)
	Interest paid	433	2,033
	Foreign exchange gain	-	(194,702)
	Unspent project commitments	(32,520,233)	25,113,447
	Deficit / (Surplus) on disposal of fixed assets	185,298	(32,814)
	Operating surplus before working capital changes	(25,894,994)	26,791,325
	(Increase) / decrease in Defined Benefit asset	5,498,304	(482,784)
	Increase in retirement benefit obligation	2,420,000	730,000
	Working capital changes	(10,725,798)	(2,103,492)
	(Increase) / decrease in consumables	(656,880)	521,839
	(Increase) / decrease in trade and other receivables	(1,557,913)	251,011
	(Decrease) / increase in trade and other payables	8,511,005	(2,876,342)
	Cash (outflow) / inflow from operating activities	(28,702,488)	24,935,049

20 Related Parties**Related Party Relationships**

Reporting Department

Department of Environmental Affairs

Other Government Departments

Department of Science and Technology

Western Cape Provincial Government

Department of Water Affairs

Public Entities

Development Bank of South Africa

Independent Development Trust

Medical Research Council

National Research Foundation

South African Environmental Observation Network (NRF)

Government Printing Works

S.A. Post Office

SABC

Ezemvelo KZN Wildlife

Eastern Cape Parks Board

South African National Parks

Telkom SA Ltd

ICASA

Rand Water

CSIR

Gauteng Department of Agriculture

Cape Nature Conservation

Working on Fire

Eskom

Rand Water

Municipalities

City of Cape Town

City of Tshwane

City of Durban

Overstrand Municipality

Hantam Municipality

Mbombela Municipality

Mangaung Municipality

Ukhahlamba District Municipality

Breede Valley Municipality

Msunduzi Municipality

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

Related Party Transactions <i>(continued)</i>	March 2011	March 2010
	R	R
Government Grants		
Department of Environmental Affairs	160 830 000	150,886,000
Other Grants, Sponsorships and Donations		
Department of Environmental Affairs	79,504,199	91,014,260
Department of Science and Technology	-	2,700,000
Department of Water Affairs	13,654,207	9,158,061
Medical Research Council	-	7,500
National Research Foundation	821,752	562,659
South African Environmental Observation Network (NRF)	1,619,857	750,500
Rand Water	194,654	120,000
CSIR	250,000	16,480
Western Cape Provincial Government	500,000	-
Eastern Cape Parks Board	191,305	-
Gauteng Department of Agriculture Conservation & Environment	900,000	1,000,000
	97,635,974	105,329,460
Purchases		
City of Cape Town	1,511,160	1,343,173
CSIR	1,359,457	1,209,962
Department of Agriculture	4,103	7,118
Department of Water	19,306	27,300
Eskom	102,643	94,260
Government Printing Works	22,954	12,759
Overstrand Municipality	110,993	-
SABC	11,692	7,576
South African National Parks	7,256,605	8,025,189
Telkom SA Ltd	1,954,435	2,329,242
Hantam Municipality	2,735	2,829
Mangaung Municipality	199,871	76,543
Mbombela Municipality	220,921	139,706
Ukhahlamba District Municipality	3,843,116	3,678,008
ICASA	1,846	3,808
Rand Water	4,364,085	-
City of Tshwane	1,074,816	692,679
City of Durban	107,057	472,553
Breede Valley Municipality	157,738	187,526
Msunduzi Municipality	556,447	247,016
	22,881,980	18,557,247

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued***Related Party Transactions** *(continued)*

	March 2011	March 2010
Sales		
CSIR	1,812	8,103
Cape Nature Conservation	56,493	96,733
City of Cape Town	-	194,316
Medical Research Council	-	15,000
National Parks Board	20,785	3,981
South African Environmental Observation Network (NRF)	6,820	-
Working on Fire	176,434	42,363
Department of Environmental Affairs	-	268,508
South African National Parks	236,870	83,688
	499,214	712,692
Accounts payables		
City of Cape Town	49,453	123,467
CSIR	463,427	-
Cape Nature	293,989	-
Government Printing Works	2,638	2,975
Overstrand Municipality	40,341	14,666
South African National Parks	314,265	1,300,989
Telkom SA Ltd	78,185	86,258
Hantam Municipality	742	-
Mangaung Municipality	12,453	11,825
Ukhahlamba District Municipality	19,378	546,850
Department of Water Affairs	82	39,222
Department of Agriculture	390	-
City of Tshwane	87,220	55,731
City of Durban	83,827	3,705
Eskom	6,525	-
Breede Valley Municipality	13,800	22,844
Rand Water	4,364,085	-
Mbombela Local Municipality	16,293	-
Msunduzi Municipality	36,122	55,479
	5,883,215	2,264,011

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

Related Party Transactions *(continued)*

	March 2011	March 2010
Accounts receivables		
Ezemvelo KZN Wildlife	9,720	2,910
Cape Nature Conservation	19,227	4,213
Department of Environmental Affairs	1,146,874	16,608
CSIR	1,812	4,800
South African National Parks	2,396	-
South African Environmental Observation Network	6,820	-
Department of Water Affairs and Forestry	836,109	-
Working on Fire	7,800	6,633
	<u>2,030,758</u>	<u>35,164</u>

The transactions with related parties are at normal market prices.

Payments to key personnel are detailed in notes 31 & 32 to the financial statements.

Management is required to declare all instances of interests in contracts relating to SANBI's business.

21 Going Concern

Management are presently engaged in various initiatives to ensure the sustainability of the Institute. The short term strategy comprises an approach to National Treasury (via DEA) for a cash injection in the mid-term budget adjustment process combined with the ongoing cost containment measures implemented since 2008/2009. The long term strategy comprises a request to National Treasury (via DEA) for an increase in the MTEF baseline together with initiatives to increase the return on assets through greater commercialisation. At the date of these financial statements the requests have not formally been communicated to National Treasury and there is thus uncertainty as to the outcome thereof.

22 Consumables

	March 2011 R	March 2010 R
Consumables	48,647	57,208
Corporate clothing	49,075	53,769
	<u>97,722</u>	<u>110,977</u>

The amounts for consumables recognised as expense is R13,225 (2010: R521,839).

23 Other Income	March 2011 R	March 2011 R
Commission Received	205,311	296,304
Courtesy car	359,116	267,687
Guided Tours	394,948	331,378
Professional Services	116,724	739,353
Publications	133,320	87,616
Royalties	51,210	52,934
Seminars & Workshops	3,200	149,258
Sundry Income	2,510,822	2,304,645
Use of Gardens Facilities	174,571	159,766
Film location fees	184,511	172,354
	4,133,733	4,561,295
24 Reconciliation between budget and statement of financial performance		
Reconciliation of budget surplus with deficit in the statement of financial performance		
Net deficit per the statement of financial performance	-2,274,606	
Adjusted for:		
Fair value adjustments	-1,646,045	
Deficit on the sale of assets	185,298	
Net decrease in provisions	-512,113	
Government Grant	-6,449,000	
Trading income	256,053	
Gain from Defined Benefit asset	-512,823	
Own Income	10,891,569	
Other grants, sponsorships and donations	32,933,821	
Personnel costs - MTEF	13,181,647	
Personnel costs - Projects	-2,852,922	
Depreciation	12,419,498	
Operating Costs	-31,768,763	
Infrastructure costs capitalised	-10,000,000	
Cost of sales	975,910	
Surplus as per approved budget	14,827,523	

25 Standards of GRAP approved but not yet effective

SANBI has not early adopted the following standards of GRAP which have been issued but are not yet effective. The ASB has indicated when these standards will be effective.

GRAP 21: Impairment of non-cash generating assets

GRAP 23: Revenue from non-exchange transactions

GRAP 25: Employee benefits

GRAP 26: Impairment of cash-generating assets

GRAP 103: Heritage assets

GRAP 104: Financial instruments

26 Operating expenses

	2011 R	Restated 2010 R
Recruitments Costs	345,243	627,128
Staff Training	328,293	1,411,896
Staff Bursaries	409,152	59,113
Staff Teas and Functions	324,634	322,566
Bank Charges	649,206	708,468
Consulting fees	17,198,462	16,626,490
Insurance	1,503,000	1,372,507
Legal Fees	611,105	956,055
Postage, Photocopy, Courier	971,107	1,729,576
Professional Services	8,874,895	8,113,183
Rent Payable	189,559	57,391
Sundry Administration costs	1,526,603	1,616,100
Stationery	477,473	655,055
Telephone	2,806,039	2,073,008
Repairs and Maintenance	5,338,937	5,288,112
Cleaning	1,872,382	1,792,570
Cash Collection Fees	1,896,150	1,830,502
Congress, seminars	1,776,775	1,375,713
Electricity	2,978,171	2,041,973
Field Trips	4,818,525	2,950,222
Photography, Railage and Hire	781,297	536,020
Refuse	217,462	50,665
Security	4,649,401	5,148,442
Travelling costs	14,007,612	12,436,951
Water	1,376,443	1,422,442
Computer & Internet expenses	8,421,101	8,035,078
Other	1,616,816	2,119,453
Total	85,965,843	81,356,679

27 Direct Project Expenditure

Direct project expenditure comprise amounts which are incurred in the process of achieving agreed project deliverables, which excludes certain indirect project costs.

28 Soccer World Cup Expenditure

In response to the call to support the National Soccer Team (Bafana Bafana) in the World Cup, staff of SANBI were supplied in June 2010 with Corporate T-Shirts that had the SANBI Logo, SA National Flag, and the Bafana Bafana colours. The cost of these memorabilia amounted to R90 321 and is included in personnel costs. The number of T-Shirts are 786 at a cost of R115 per T-Shirt.

	2011 R		2010 R
	Quantity	Amount	Amount
Purchase of world cup apparel			
T - Shirts	786	90,321	-
Total World Cup Expenditure		90,321	-

29 Biological Assets**Reconciliation of carrying amounts of plants for resale**

Carrying amount at 1 April 2010	-	-
Gain arising from changes in fair value less costs to sell	975,910	1,040,485
Decreases due to sale of plants	(975,910)	(1,040,485)
Fair value of closing balance	670,135	-
Carrying amount at 31 March 2011	670,135	-

These biological assets consist of plants for sale in SANBI's nurseries and are therefore consumable biological assets.

The fair value of these plants was determined using an estimated selling price based on marked prices at SANBI nurseries.

Given that no additional staff is employed for selling the plants and very little time is actually spent by existing staff on selling plants, costs to sell are considered negligible, and are therefore not taking into consideration in determining the valuation of the plants.

As these plants represent excess stock of plants actually grown for use in the gardens, the period between when the plants meet the definition of biological assets and actual sale is too short to result in changes in value either of a physical or market-related nature.

30 Prior period errors**30.1 Effect on fair value gain not recognised on Biological Assets**

In the prior period, SANBI did not recognise the fair value gain on biological assets and the resulting balance on plants that were made available for sale to the public as required by GRAP 101.

Therefore, when the biological assets were sold, no resulting cost of sales was recognised. As a result, the fair value adjustment and cost of sales line items in the Statement of financial performance were understated.

As at 31 March 2010 and 2009 SANBI did not have plants on hand for sale and as a result this error has no effect on the Statement of financial position.

	March 2010
	R
Effect on prior period statement of financial performance	
Increase in fair value adjustments	1,040,485
Increase in Cost of Sales	1,040,485
Net effect on prior period deficit	-

30.2 Effect of the correction of classification between Property, Plant and Equipment and (i) Intangible assets and (ii) Investment property

(i) Adjustment relating to Intangible assets incorrectly classified to Property, plant and equipment in the prior year. The cost of Property, plant and equipment and of Intangible assets at the beginning of the year was restated. The effects of the prior period classification error on the statement of financial position and statement of financial performance are shown below:

(ii) Land and buildings held to generate rental income previously classified as Property, plant and equipment now correctly classified as Investment property.

	March 2010 as previously stated	Prior period error: Investment Property	Prior period error: Intangible assets	March 2010 restated
	R	R	R	R
Statement of Financial Position				
Property, Plant and Equipment at cost	261,357,889	(84,151,757)	407,711	177,613,842
Accumulated depreciation	(68,693,037)	8,024,996	-	(60,668,041)
Net Book Value at the end of the financial year	192,664,852	(76,126,761)	407,711	116,945,801
Intangible Assets at Cost	4,745,936		(407,711)	4,338,225
Accumulated depreciation	(2,625,065)		-	(2,625,065)
Net Book Value at the end of the financial year	2,120,871		(407,711)	1,713,160
Investment property at cost	-	84,151,757		84,151,757
Accumulated depreciation	-	(8,024,996)		(8,024,996)
Net Book Value at the end of the financial year	-	76,126,761		76,126,761

30.3 Reclassification of unspent committed project funds

At the end of the 2010 financial year a donor released SANBI from its obligation to repay certain unspent funds. These funds formed part of the Unspent committed funds at the end of that year. The effects of this prior period error on the statement of financial position and statement of financial performance are shown below:

	March 2010 as previously stated	Prior period error	March 2010 restated
	R	R	R
<i>Statement of Financial Position</i>			
Unspent commitments funds	(62,445,307)	979,879	(61,465,428)
Opening Accumulated Surplus	(129,788,874)	(979,879)	(130,768,753)
<i>Statement of Financial Performance</i>			
Other grants, sponsorships and donations	(136,967,022)	(979,879)	(137,946,901)

30.4 Reconciliation of prior year opening accumulated surplus due to prior period errors

Accumulated fund at beginning of year - 1 April 2010 (Previously reported)	(129,788,874)
Prior Period Errors	(979,879)
Unspent Committed Funds	(979,879)
Accumulated fund at beginning of year - 1 April 2010 restated	(130,768,753)

31. Board Committee Members' Emoluments

Fees for the Board Committee meetings for the period 1 April 2010 to 31 March 2011 (1 April 2009 to 31 March 2010) were as follows:

Board Member's Name	2011 R Fees	2011 R Travel	2011 R Total	2010 R Fees	2010 R Travel	2010 R Total
Mr T Sokutu Board Chairperson	-	-	-	-	-	-
Dr T Abrahamse CEO	-	-	-	-	-	-
Mr T Frost	32,044	803	32,847	27,844	22,606	50,450
Prof P Omara-Ojungu	7,493	-	7,493	13,765	11,270	25,035
Dr P Hanekom	36,639	6,893	43,532	23,876	3,700	27,576
Ms Thoko Dingaan	8,826	-	8,826	10,839	-	10,839
Ms K Montgomery *	9,991	1,448	11,439	16,494	1,448	17,942
Mr S Somyo	4,995	-	4,995	16,494	-	16,494
Mr F Mketeni **	-	-	-	-	-	-
Ms M Pyoos ***	-	-	-	-	-	-
	99,988	9,144	109,132	109,312	39,024	148,336

* Resigned at the end of November 2010 and recalled as from 1 June 2011.

** No honoraria were paid - State employee.

*** No honoraria were paid - State employee.

Resigned at year end March 2011.

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

32. EXECUTIVE MEMBERS' REMUNERATION:

Executive Management 2011

Name	Status	Short-term benefits									Post-employment benefits	Total
		Salary	Non Pens Allow	Service Bonus	Cell phone Allow	Performance Bonus	Medical & UIF	Travel Allowance	Gratuity	Housing	Pension	
		R	R	R	R	R	R	R	R	R	R	R
TE Abrahamse	CEO	834,908	325,953	68,717	-	-	34,737	60,000	-	-	67,772	1,392,087
MJ Netshiombo	Chief Director HR	517,641	102,341	42,604	16,200	-	25,617	133,438	-	-	42,018	879,859
KE Maze	Chief Director Bioregional Plan	502,453	191,313	41,354	12,480	-	21,057	41,400	-	-	40,785	850,842
CK Willis	Chief Director Gardens	517,641	235,779	44,734	12,480	-	25,617	-	-	-	42,178	878,429
GF Smith	Chief Director Research	525,407	223,838	43,243	12,480	-	21,057	-	-	20,400	42,649	889,074
GF Midgley	Chief Specialist Scientist	487,710	218,951	40,141	12,480	-	27,417	-	-	-	39,589	826,288
JS Donaldson	Chief Director Research	502,453	168,153	41,354	5,200	-	25,617	60,000	-	-	40,785	843,562
MC Rutherford	Chief Specialist Scientist	446,044	187,948	36,710	7,500	-	1,622	-	-	36,000	36,207	752,031
JS Dini	Director Research (WFW)	414,546	87,350	34,119	8,400	-	8,997	113,287	-	-	33,650	700,349
AC Stephens	Program Manager Grasslands	413,033	197,326	-	12,480	-	7,527	72,000	-	-	-	702,366
AY Koyo	Deputy DG	302,075	13,805	25,010	675	-	250	-	32,145	-	3,910	377,870
CH Mbizvo	Deputy DG	665,705	314,680	57,741	16,200	-	21,057	-	-	-	54,258	1,129,641
ME Khoahli	CFO Finance	592,035	101,102	46,586	16,200	-	25,617	158,964	-	-	45,945	986,449
AT Smith	Director Finance	396,437	199,045	32,629	-	-	1,497	-	-	-	32,180	661,788
P Gozo	Director Mark and Com	402,382	194,529	33,118	-	-	8,997	-	-	-	32,662	671,688
PH le Roux	Agricult Tec Supp	408,421	185,501	33,615	13,520	-	21,057	-	-	-	33,153	695,267
ML Hamer	Director Research	402,382	202,029	33,118	-	-	1,497	-	-	-	32,662	671,688
SM Mpungose	Director IT	476,005	237,982	40,962	16,640	-	1,497	-	-	-	38,621	811,707
SN Matai	Director Biodiversity	402,382	124,029	34,774	10,200	-	1,497	78,000	-	-	32,787	683,669
ES Moeng	Director Human Resources	402,382	194,529	33,118	5,760	-	8,997	-	-	-	32,662	677,448
SW Willoughby	Director Info & Know Man	402,382	202,029	34,774	9,600	-	1,497	-	-	-	32,787	683,069
AL Driver	Director Bio Policy	402,382	194,529	34,774	7,500	-	8,997	-	-	-	32,787	680,969
TR Frantz	Director Research	439,986	207,230	36,213	-	-	15,177	-	-	-	35,715	734,321
KB Mantlana	Director Climate Change	402,382	185,949	33,118	12,480	-	16,862	-	-	-	32,662	683,453
M Barnett	Director Fynbos Bio Prog	402,382	141,689	33,118	5,000	-	16,497	45,341	-	-	32,662	676,689
VI Malema	Director Education	396,437	68,365	24,583	10,400	-	1,497	75,959	-	54,720	31,576	663,537
		12,057,993	4,705,974	960,227	223,875	-	351,755	838,389	32,145	111,120	922,662	20,204,140

SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 *continued*

32. EXECUTIVE MEMBER'S REMUNERATION:

Executive Management 2010

Name	Status	Short-term benefits									Post-employment benefits	Total
		Salary	Non Pens Allow	Service Bonus	Cell phone Allow	Performance Bonus	Medical & UIF	Travel Allowance	Gratuity	Housing	Pension	
		R	R	R		R	R	R	R	R	R	R
TE Abrahamse	CEO	789,593	303,571	64,827	-	-	33,627	60,000	-	-	64,081	1,315,699
MJ Netshiombo	Chief Director HR	482,311	84,782	39,599	10,800	-	25,077	133,438	-	-	39,143	815,150
KE Maze	Chief Director Bioregional Plan	468,160	174,725	38,437	9,360	-	19,167	41,400	-	-	37,995	789,243
CK Willis	Chief Director Gardens	482,311	218,220	41,975	10,400	-	25,077	-	-	-	39,321	817,304
GF Smith	Chief Director Research	489,546	205,978	40,193	9,360	-	20,703	-	-	20,400	39,730	825,910
MM Wolfson	Director Research	326,706	151,644	35,612	-	-	13,418	-	128,899	-	26,953	683,232
GF Midgley	Chief Specialist Scientist	454,424	127,414	37,309	5,200	-	24,192	77,000	-	-	36,880	762,419
JS Donaldson	Chief Director Research	468,160	151,100	38,437	-	-	25,782	60,000	-	-	37,995	781,473
MC Rutherford	Chief Specialist Scientist	403,898	106,791	33,161	5,000	-	1,497	60,000	-	36,000	32,779	679,127
JS Dini	Director Research (WFW)	386,253	73,200	13,119	2,800	-	9,052	113,287	-	-	29,954	627,665
AC Stephens	Program Manager Grasslands	386,253	183,437	-	-	-	3,467	72,000	-	-	-	645,157
M Johnson	Program Manager SKEP	30,782	10,369	-	-	-	1,609	8,667	-	-	-	51,427
AY Koyo	Deputy DG	631,881	317,257	38,802	19,466	-	1,553	-	-	-	50,301	1,059,260
CH Mbizvo	Deputy DG	613,341	288,388	53,378	17,550	-	21,095	-	-	-	50,004	1,043,756
ME Khoahli	CFO Finance	527,384	81,887	32,030	10,800	-	25,077	158,964	-	-	41,956	878,097
AT Smith	Director Finance	374,921	188,241	30,782	-	-	1,497	-	-	-	30,428	625,869
P Gozo	Director Mark and Com	374,921	180,796	30,782	-	-	8,832	-	-	-	30,428	625,759
PH le Roux	Agricult Tec Supp	380,544	171,650	31,243	-	-	20,622	-	-	-	30,884	634,943
ML Hamer	Director Research	374,921	188,241	9,108	-	-	1,497	-	-	-	28,802	602,570
SM Mpungose	Director IT	446,247	225,066	39,011	-	-	1,497	-	-	-	36,546	748,368
SN Matai	Director Biodiversity	374,921	110,241	32,629	5,100	-	1,497	78,000	-	-	30,566	632,954
ES Moeng	Director Human Resources	374,921	180,796	10,120	1,440	-	8,832	-	-	-	28,878	604,987
SW Willoughby	Director Info & Know Man	374,921	188,241	32,629	-	-	1,497	-	-	-	30,566	627,855
AL Driver	Director Bio Policy	374,921	180,797	32,629	5,625	-	8,832	-	-	-	30,566	633,369
TR Frantz	Director Research	409,955	186,652	21,394	-	-	15,177	-	-	5,500	32,351	671,028
KB Mantlana	Director Climate Change	374,921	180,851	30,782	10,400	-	8,722	-	-	-	30,428	636,104
M Barnett	Director Fynbos Bio Prog	374,921	128,236	30,782	-	-	15,492	45,341	-	-	30,428	625,200
VI Malema	Director Education	32,629	5,492	-	-	-	125	6,330	-	4,560	2,447	51,583
		11,584,666	4,594,065	838,766	123,301	-	344,515	914,427	128,899	66,460	900,410	19,495,509

MATERIALITY AND SIGNIFICANCE FRAMEWORK



Treasury Regulation, section 28.3.1 requires that the Accounting Authority must develop and agree on a framework of acceptable levels of materiality and significance with the relevant executive authority.

South African Auditing Standard 320 paragraph 3 defines materiality as “information is material if its omission or misstatement could influence the economic decision of users taken on the basis of the financial statements”. Materiality depends on the size of the item or error judged in the particular circumstances of its omission or misstatement.

Quantitative aspects:

In setting the materiality figure the Institute considered the following:

- The relationship of the amount of an item to the financial information as a whole or in total from which the item comes is the important factor.
- Elements of the financial statements i.e. expenditure, capital, assets, income and liabilities when considered.
- Financial statements must be free of any misstatements.

Qualitative aspects:

Qualitative characteristics to assess materiality included the following aspects:

- Public accountability and disclosure requirements in terms of legislation.
- Compliance with legislation.
- Disclosure requirements.
- Sensitive situations, including transactions with officers, irregularities and questionable transactions.
- Importance of information to users, especially donors.

Taking the above into consideration the Institute has set materiality at R1, 8m. This has been determined by applying 0.5% to the actual expenditure for the year.

Significant aspects:

Any transaction or circumstances that may have a significant impact on the Institute regardless of the monetary value is considered significant for the purpose of the framework.

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SANBI
Biodiversity for Life

