

# **WELCOME TO THE SASSETA 2017 ANNUAL GENERAL MEETING**

**8 December 2017**



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# Overview of SASSETA performance

**Jenni Irish-Qhobosheane**  
**SASSETA Administrator**



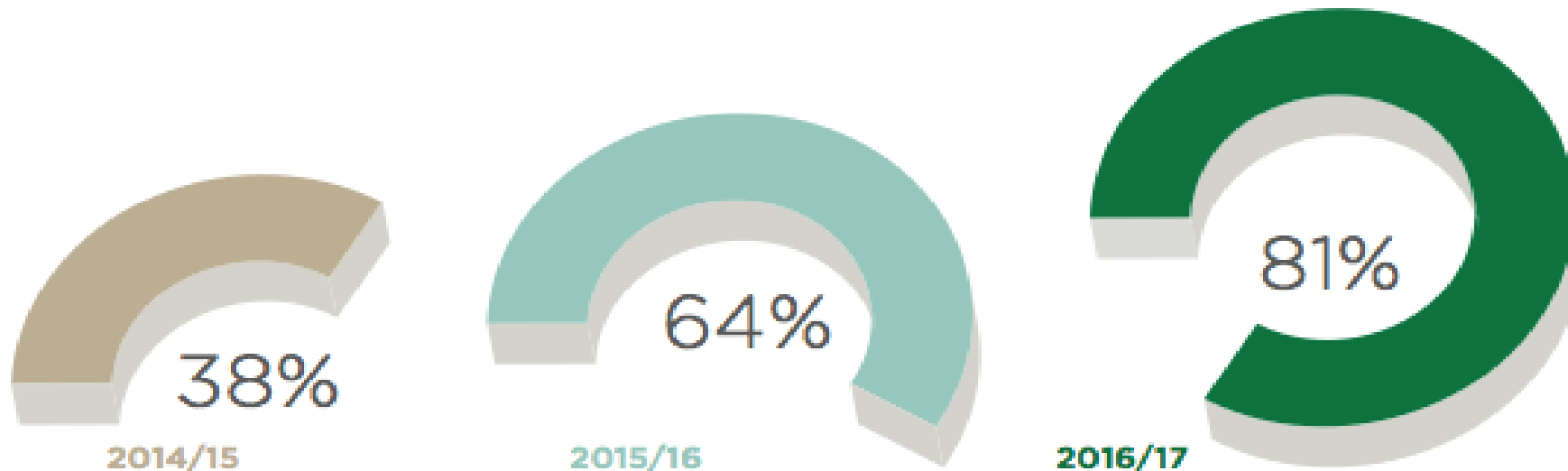
# OVERVIEW: FINANCIAL PERFORMANCE

At 31 March 2017, SASSETA had succeeded in

- Eradicating the over-commitment of the previous financial years from - R282m in 2014/15 and -R13m in 2015/16 to zero in 2016/17. This allowed us to start the new financial year on a healthy financial footing.
- Reducing irregular expenditure from R298 million in 2014/15 to R798 thousand in 2016/17.
- Decreasing fruitless and wasteful expenditure incurred from R25.6 million in 2014/15 to R107 thousand.

## OVERVIEW: NON FINANCIAL PERFORMANCE

- Improved non-financial performance from 38 per cent target achieved in 2014/15 to 81 per cent in 2016/17.



This was achieved through strategic interventions to address fundamental problems and ensuring that the interventions are sustainable post administration. Therefore, we also focussed on building institutional capacity that will enable SASSETA to carry out its functions optimally.

# PERFORMANCE INFORMATION BY PROGRAMME

# **PROGRAMME 1:**

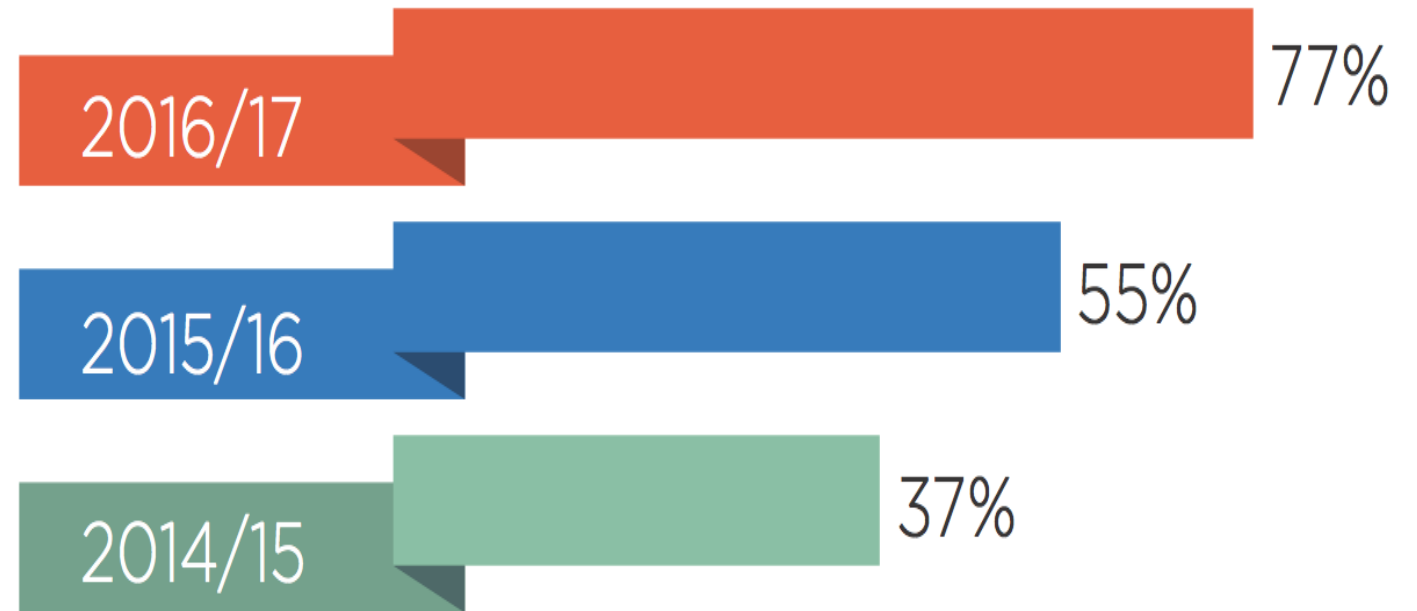
## **Administration**

# PROGRAMME 1: Administration

## Programme 1 comprises:

- Human Resources
- Risk Management
- Internal Audit
- Communication and Marketing
- ICT, and
- Finance

Overall 77 per cent of targets was achieved across all sub-programmes





# Programme 1: Finance and Supply Chain

At 31 March 2017, SASSETA had succeeded in

- SASSETA spent 96.1% of its budget in 2016/17. The unspent amount related to a late payment of one of the departments who paid on 27 March 2017 as well as to underspend on ICT.
- Reducing irregular expenditure from R298 million in 2014/15 to R798 thousand in 2016/17.
- Decreasing fruitless and wasteful expenditure incurred from R25m in 2014/15 to R107 thousand in 2016/17.

# Programme 1: Human Resources Management

Achieved its target for 2016/2017. In addition it:

- Undertook a skills audit to match and place staff in line with the functional structure
- Completed the Job Grading process
- Established a Human Resource Development Committee
- Reviewed a number of Human Resources processes and committees including the Employment Equity Committee
- Filled critical posts of ICT Manager, Supply Chain Manager, Payroll Administrator and Data Capturers
- Conducted new staff induction and,
- Redrafted all policies and aligned them to the public service guidelines.

# Programme 1: ICT

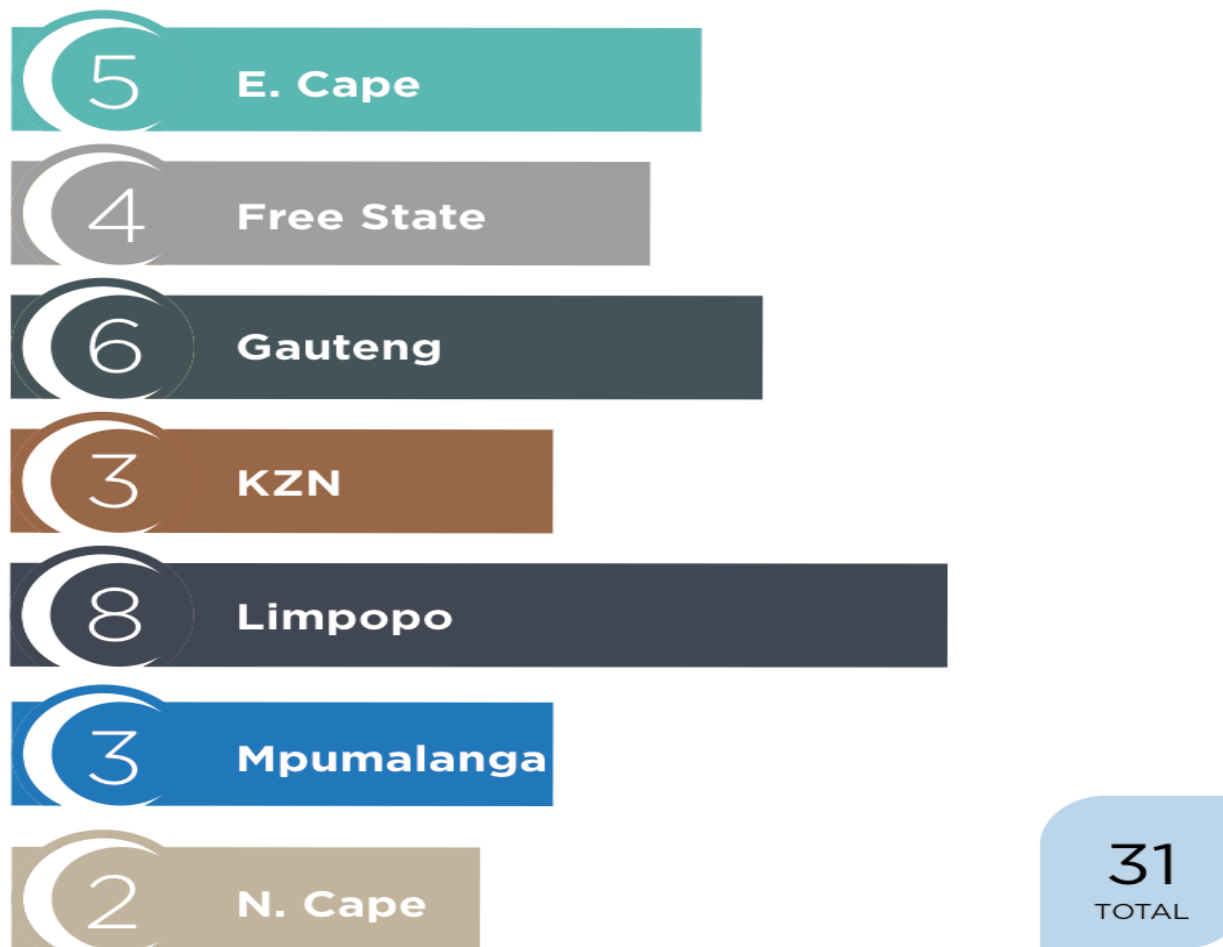
**Achieved its annual target for the first time in 2 years due to:**

- Appointment of an ICT Manager
- Resolution of the majority of ICT AGSA audit findings
- Approval of an effective ICT governance framework.
- Establishment of an effective ICT Steering Committee to monitor and accelerate progress.
- Overhaul of Service Level Agreements with ICT providers to hold them more accountable for non-performance and value for money

In addition the SETA embarked on an extensive ICT infrastructure upgrade to lay the foundation for further improvements in 2017/2018

# Programme 1: Marketing and Communications

Over-achieved its annual target by three percent due to an increase in career guidance in rural and deep rural areas.



# **PROGRAMME 2:** **Learning programmes** **ETQA**

Ref	Strategic Objective	Actual achievement 2015/2016	Planned target 2016/2017	Actual achievement 2016/2017	Deviation from planned targets to actual achievement 2016/2017	Comment on deviation
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14

**STRATEGIC OBJECTIVE: INCREASED EFFICACY IN SASSETA’S DISCHARGE OF THE QA FUNCTION.**

10.	Percentage of assessors in compliance with SASSETA ETQA Assessor policy	-	80%	90% Registered 129 Received 144	+10%	Target achieved 10% variance. Assessor applications received were more compliant with registration requirements.
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11.	Percentage of moderators in compliance with SASSETA ETQA Moderator policy	60%	65%	95% Registered 59 Received 62	+30%	Target achieved. 30% variance.. Moderators applications received were more compliant with registration requirements.
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12.	Percentage of Training Providers in compliance with SASSETA ETQA Accreditation policy	-	60%	69% Accredited 125 Received 181	+9%	Target over-achieved by 9% due to provider applications received being more compliant with registration requirements.
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Ref	Strategic Objective	Actual achievement 2015/2016	Planned target 2016/2017	Actual achievement 2016/2017	Deviation from planned targets to actual achievement 2016/2017	Comment on deviation
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### STRATEGIC OBJECTIVE: INCREASED EFFICACY IN SASSETA'S DISCHARGE OF THE QA FUNCTION

13.	Turnaround times to deliver learner certificates from receipt of complete and correct documentation	-	50 days	47 days	-3 days	The over achievement is due to the concerted focus that has been placed on certification over the last two years since the body was placed under administration.
14.	Number of new qualifications aligned to skills priorities	4	5	2	-3	The process took longer than anticipated due to stakeholder engagement.

### STRATEGIC OBJECTIVE: INCREASED RESPONSIVENESS OF PUBLIC TVET COLLEGES TO THE NEEDS OF THE SAFETY AND SECURITY SECTOR

15.	Number of Public TVETs with SASSETA approved programmes	-	7	7	-	
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# **PROGRAMME 2:**

## **Learning programmes**

### **Skills Learning and Implementation**



Ref	Strategic Objective	Actual achievement 2015/2016	Planned target 2016/2017	Actual achievement 2016/2017	Deviation from planned targets to actual achievement 2016/2017	Comment on deviation
						17
16.	Number of unemployed learners entering learnerships.	2528	3000	3003	+3	This over-achievement was due to learner drop outs and replacements.
17.	Number of workers entering learnerships	1553	2000	2000	-	
18.	Number of unemployed learners receiving bursaries	382	396	396	-	
<b>STRATEGIC OBJECTIVE: REDUCED CRITICAL AND SCARCE SKILLS GAPS IN THE SAFETY AND SECURITY SECTOR THROUGH THE PROVISION OF QUALITY LEARNING PROGRAMMES</b>						
19.	Number of workers receiving bursaries	309	320	321	+1	PSIRA awarded 5 learners and requested we fund 1 more learner within the same allocated budget (i.e. at no additional cost to SASSETA)

Ref	Strategic Objective	Actual achievement 2015/2016	Planned target 2016/2017	Actual achievement 2016/2017	Deviation from planned targets to actual achievement 2016/2017	Comment on deviation
						18
20.	Number of unemployed learners entering skills programmes	-	1800	982	-818	Projects were awarded to the DoC for 800 inmates and to the DoCS for 1000 learners. Both recipients could not recruit the required number of learners despite their assurances to SASSETA that they will do so.
21.	Number of workers entering skills programmes	-	3000	3893	+893	The over-achievement was due to the regularisation of 2014/15 projects and the need to accommodate learners that were recruited for this programmes.
22.	Number of artisans entering skills programmes	503	428	432	+4	Some learners affected by the cancellation of irregular contracts in 2014/15 still had to be accommodated as they could not be left without training and qualifications.

Ref	Strategic Objective	Actual achievement 2015/2016	Planned target 2016/2017	Actual achievement 2016/2017	Deviation from planned targets to actual achievement 2016/2017	Comment on deviation
23.	Number of artisans completing skills programmes	-	118	118	-	
24.	<b>Number of unemployed learners entering internships</b>	<b>306</b>	<b>350</b>	<b>350</b>	<b>-</b>	
25.	Number of TVET student placements	1810	2000	116	-1884	A contract was awarded to the DoJ but they failed to recruit learners before year end. Equally, SAPS was awarded a contract to host TVET students but asked for the contract to be implemented in the 2017/18 year.
26.	Number of university student placements	102	200	200	-	

# **PROGRAMME 3:**

## **Skills Planning Research Monitoring Reporting and Evaluation**

# Programme 3: Research, Planning, Monitoring and Evaluation

- SASSETA achieved 9 out of its 11 targets set for this programme (81% of set targets)
- The research unit achieved all its targets (100%) and six research studies during the 2016/17 financial year.
- The Planning, Monitoring and Evaluation unit achieved 7 out of its 9 targets (77% of its set targets).
- One of the missed targets relates to approval of WSP. Going forward SASSETA is working with some of the small and medium companies to assist with WSP and avoid queries.

# Governance

## The Administration period

In February 2016 the Administrative period was extended for a year (February 2017) to allow the Administrative team to implement the processes started in 2014/15 and to introduce the new initiatives to put SASSETA on a firm footing.

In August 2017 the Administration period was extended for a further period until 31 March 2018 to allow the new Board to serve for a full two years until 31 March 2020.

# Governance

- SASSETA 100% compliance with DHETs Governance framework.
- SASSETA also moved from level 4 to level 5 based on NT risk maturity level.
- Risk management strategy was effectively implemented in 2016/17
- Going forward SASSETA has finalised the Board Processes and has submitted recommendations to the Minister for sign off

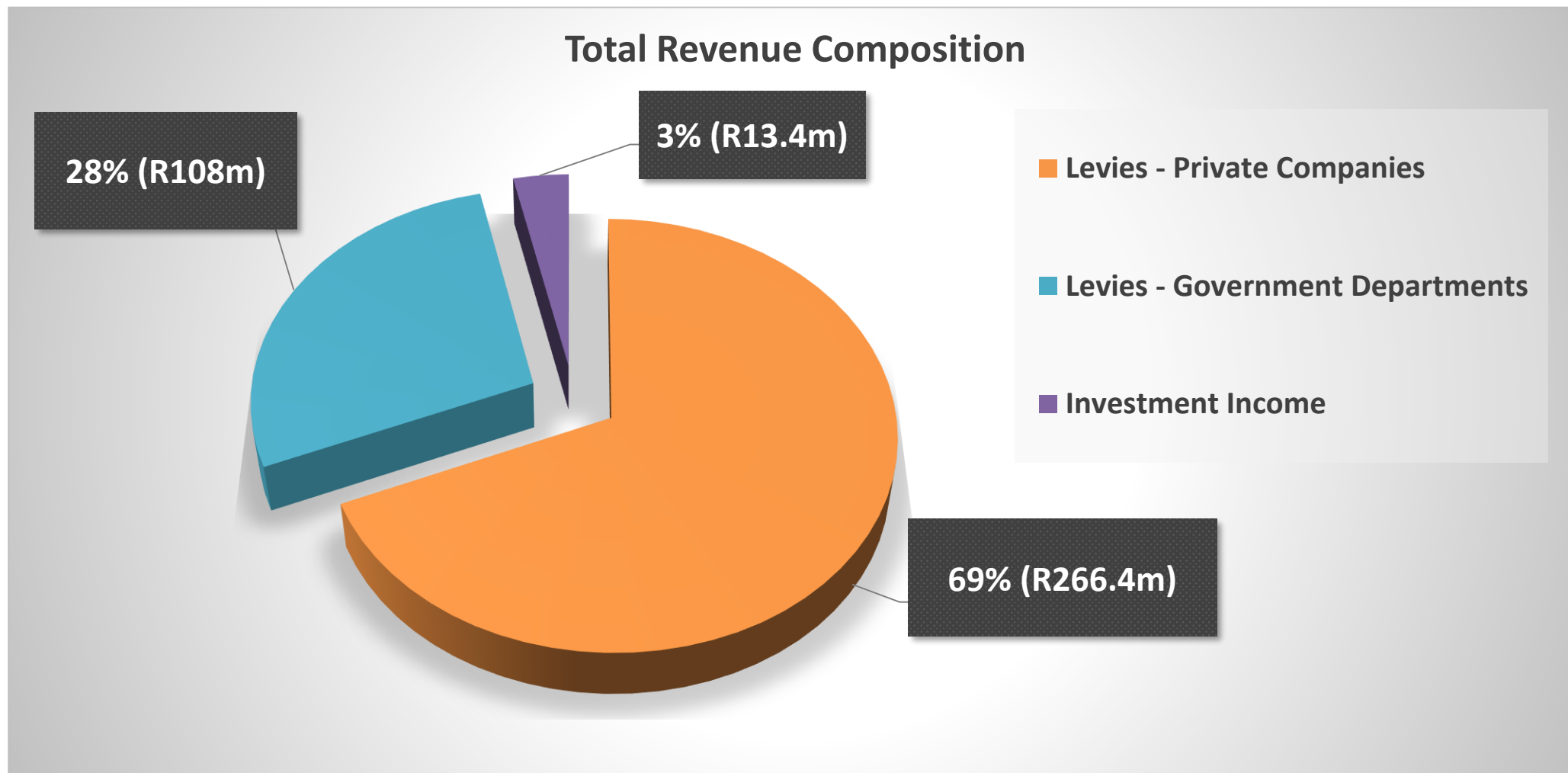


# SASSETA FINANCIAL PERFORMANCE

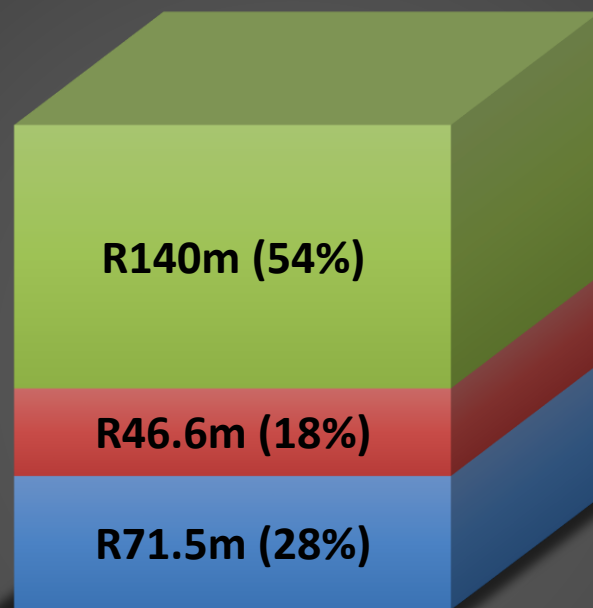
**Mike Khakhathiba**  
**Financial Manager**



## Unpacking Net Surplus – R129.8m



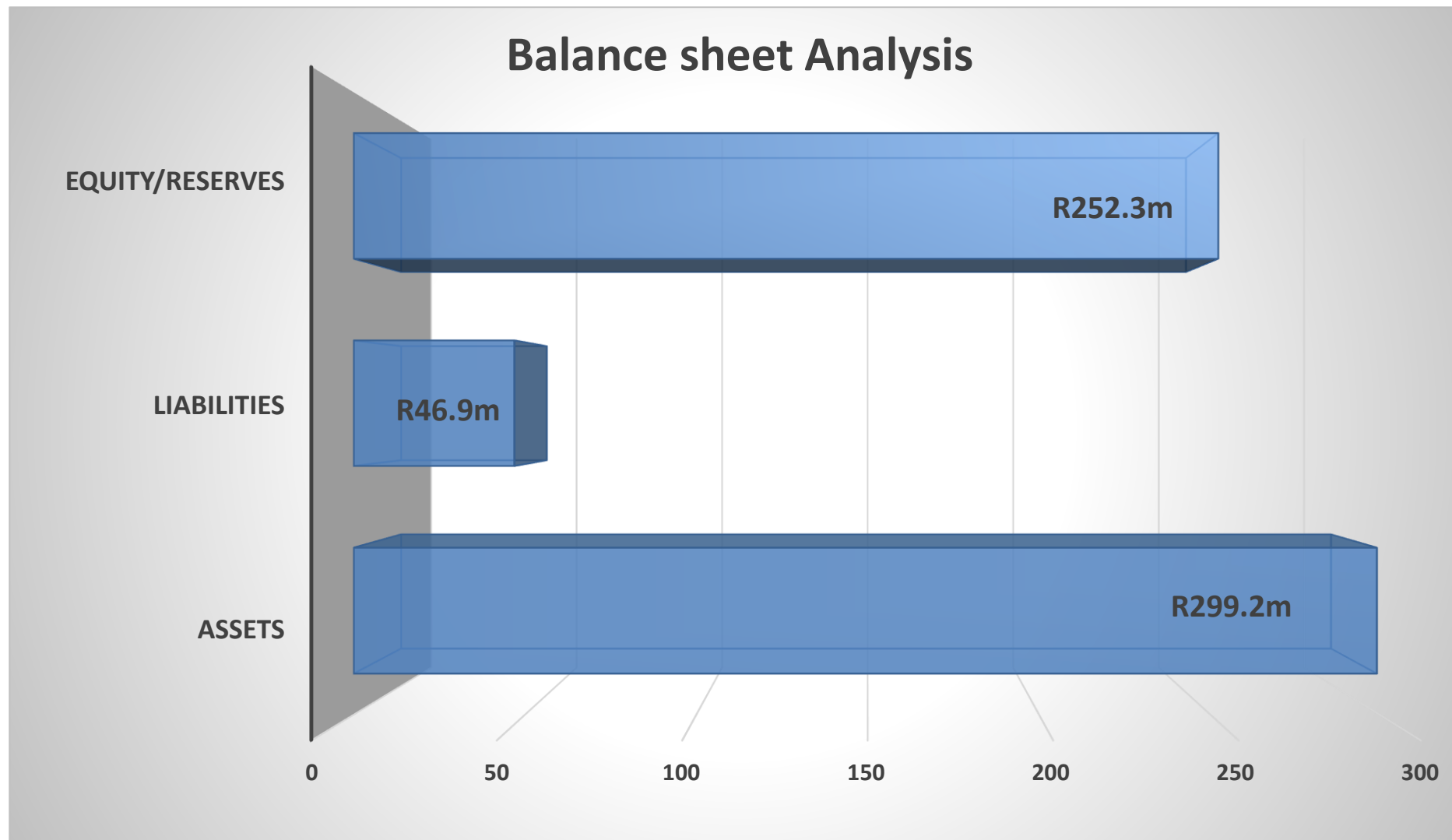
# Expenditure Analysis



- Administration Expenditure
- Mandatory Grant Expenditure
- Discretionary Grant Expenditure

## Some of the achievements - overall

1. Staff development and training cost – R1 million from R139' (2015/16)
  - a. Including BCom/BCom Hon/MBA candidates
  - b. Staff training – 32 of 96 non-management
2. Provision for performance bonus – R2.8 million
3. Improved payment turnaround rate – 17 days on average
4. Irregularities/non-compliance as a percentage of total expenditure
  - a. Fruitless and wasteful expenditure as a % of total expenditure – 0.04% **(R107')**
  - b. Irregular expenditure as a % of total expenditure – 0.3% **(R798')**



## Reserves/Commitment

	R'm
Cash and cash equivalents	277.2
Accounts receivable	18.9
Current liabilities	(46.9)
Commitments	(227.5)
<b>Uncommitted cash surplus</b>	<b>21.7</b>

Uncommitted cash surplus ring-fenced for the following:

1. Set up provincial offices – Limpopo/KZN
2. Overhaul IT infrastructure
3. Funding of the Military Veteran Programme
4. Support of Indlela recapitalization/upgrade project

# **Thank you for attending the 2017 SASSETA Annual General Meeting**

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