



NATIONAL ADVISORY COUNCIL ON INNOVATION



Annual Performance REPORT

2023/24



science & innovation

Department:
Science and Innovation
REPUBLIC OF SOUTH AFRICA





ANNUAL PERFORMANCE REPORT

2023/24 FINANCIAL YEAR



science & innovation

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The background of the cover is a composite image. The upper portion shows a blurred molecular model with blue and white spheres connected by rods. The lower portion shows a close-up of a microscope's objective lens and stage. A large, stylized orange letter 'A' with a white outline and a black drop shadow is positioned on the right side, overlapping the molecular model and the microscope image. The design is accented with blue and white geometric shapes.

Part

A

GENERAL
INFORMATION

1. PUBLIC ENTITY'S GENERAL INFORMATION

Physical address:	CSIR Building 23 Meiring Naudé Rd Brummeria Pretoria 0184
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2. LIST OF ABBREVIATIONS/ACRONYMS

AFS	Annual Financial Statements
AGSA	Auditor General of South Africa
AI	Artificial Intelligence
APP	Annual Performance Plan
ARC	Agricultural Research Council
AU	African Union
AUDA	African Union Development Agency
B-BBEE	Broad-Based Black Economic Empowerment
BERD	Business Expenditure on Research and Development
BRICS	Brazil, Russia, India, China and South Africa
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CHE	Council on Higher Education
CSIR	Council for Scientific and Industrial Research
CUT	Central University of Technology
DAAD	Deutscher Akademischer Austauschdienst
DG	Director-General
DHET	Department of Higher Education and Training
DSI	Department of Science and Innovation
DSBD	Department of Small Business Development
DTIC	Department of Trade, Industry and Competition
DTPS	Department of Telecommunications and Postal Services
EU	European Union
ExCo	Executive Committee
FISS	Freestanding Innovation and Scarce Skills
FNB	First National Bank
FCS	Food Consulting Services
GERD	Gross Expenditure on Research and Development
HSE	Higher School of Economics
HSRC	Human Sciences Research Council
IEB	Independent Examinations Board
IP	Internet Protocol
ISSEK	Institute for Statistics Studies and Economics of Knowledge
MBA	Master of Business Administration
MBL	Master of Business Leadership
MEC	Member of Executive Council
MTT	Ministerial Task Team
NACI	National Advisory Council on Innovation
NDP	National Development Plan
NEPAD	New Partnership for Africa's Development
NRF	National Research Foundation

NSI	National System of Innovation
NSTIIP	National STI Information Portal
OECD	Organisation for Economic Cooperation and Development
PFMA	Public Finance Management Act, Act 1 of 1999
PPP	Public-Private Partnership
S&T	Science and Technology
SAASTA	South African Agency for Science and Technology
SALT	South African Large Telescope
SCM	Supply Chain Management
SDGs	Sustainable Development Goals
SEZ	Special Economic Zones
SME	Small and Medium-Sized Enterprises
STEM	Science, Technology, Engineering, and Mathematics
STI	Science, Technology, and Innovation
TENET	Tertiary Education and Research Network of South Africa
TIP	Innovation and Technology Policy (OECD)
TR	Treasury Regulations
TVET	Technical and Vocational Education and Training
UDW	University of Durban-Westville
UJ	University of Johannesburg
UKZN	University of KwaZulu-Natal
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNISA	University of South Africa
UP	University of Pretoria
WEF	World Economic Forum
WITS	University of the Witwatersrand
WRC	Water Research Commission



Mr. Tilson Manyoni
Chairperson

3. FOREWORD BY THE CHAIRPERSON

On behalf of the National Advisory Council on Innovation (NACI), I am delighted to present the 2023/24 Annual Report.

The NACI Council continues to advance the quality, relevance, and efficacy of its advice to the Minister, and through the Minister, the Cabinet.

The Council works to ensure that NACI influences industry-wide consideration of the foundation of STI (disciplines or knowledge domains, infrastructure, and human resources) and the role of STI in addressing the socio-economic challenges of education, health, food security, and global change.

NACI has also been performing extensive work towards facilitating international and local networking and partnerships to ensure knowledge sharing and skills transfer, thereby deepening the understanding of the latest trends in STI policy globally.

The Annual Report will provide information on how the National System of Innovation (NSI) and ordinary citizens benefited from the work undertaken by NACI during the 2023/24 financial year.

We acknowledge the significance of all stakeholders in the NSI, as we serve the nation.

I would like to extend a special note of appreciation to the CEO, Dr Mlungisi Cele, and the Secretariat team for their dedication and hard work.

The Council appreciates the unwavering support afforded to NACI during this period by the Minister of Science and Innovation, Dr Blade Nzimande and the former Director General of the Department of Innovation, Dr Phil Mjwara.

A handwritten signature in black ink, consisting of a stylized 'T' followed by a series of loops and a horizontal line.

Mr. Tilson Manyoni
Chairperson
National Advisory Council on Innovation

31 July 2024

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

To the best of our knowledge and belief, we confirm the following:

All information and amounts disclosed in the Annual Report are consistent with the annual financial performance.


The Annual Report is complete, accurate, and free from any omissions.

The Annual Report has been prepared in accordance with the guidelines on Annual Reports issued by the National Treasury.


The accounting authority is responsible for the preparation of the annual financial performance and the judgments made in this information.

The accounting authority is responsible for establishing and implementing a system of internal controls designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information, and the annual financial performance.

In our opinion, the annual report fairly reflects the operations, performance information, human resources information, and financial affairs of the National Advisory Council on Innovation for the financial year that ended on 31 March 2024.



Chief Executive Officer
Dr. Mlungisi Cele
31 July 2024



Chairperson of the Council
Mr. Tilson Manyoni
31 July 2024

5. STRATEGIC OVERVIEW

Vision

A leading advisory body for government on science, technology, and innovation within a well-coordinated, responsive, and functioning national system of innovation.

Mission

To provide evidence-based advice to the Minister of Higher Education, Science, and Innovation, and through the Minister, to Cabinet, on science, technology, and innovation matters, through research expertise and engagement with stakeholders.

Values

- Professionalism
- Integrity
- Innovation and knowledge sharing
- Transparency and accountability

6. LEGISLATIVE AND OTHER MANDATES

The National Advisory Council on Innovation Act, No. 55 of 1997 provides the mandate for NACI. The Act mandates NACI to advise the Minister responsible for science and technology and, through the Minister, the Cabinet, on the role and contribution of science, mathematics, innovation, and technology, including indigenous technologies, in promoting and achieving national objectives – i.e. to improve and sustain the quality of life of all South Africans; develop human resources for science and technology; build the economy; and strengthen the country's competitiveness in the international arena.

6. ORGANISATIONAL STRUCTURE





Part

B

PERFORMANCE
INFORMATION

1. PERFORMANCE INFORMATION

1.1 Programme 1: (NACI)

1.1.1 Activities, Performance and Outputs 2023/24 Financial Year

This section covers National Advisory Council on Innovation's (NACI's) activities, performance, and outputs for the 2023/24 financial year.

NACI achieved most of its objectives for the 2023/24 financial year at the end of March 2024. For instance, it submitted four evidence-based advice to Minister Nzimande by the 31st of March 2024. NACI continued to monitor the performance of the National System of Innovation (NSI) resulting in the draft 2024 Science Technology and Innovation (STI) Indicators report, the status of innovation in the Technical Vocational Education and Training (TVET) sector and three monitoring, and evaluation (M&E) reports.

The state and commercialisation of patents and plant breeders' rights in South Africa

NACI conducted a study on the South African intellectual property rights (IPRs) landscape and what could be done to use the country's IPRs to influence innovation, focusing on patents and plant breeders' rights (PBRs). IPRs are legally enforceable rights that emanate from creations of the mind such as inventions, literary and artistic works, symbols, names, images and commercial designs. In knowledge-based economies, the IPRs regime plays an important role in investors' decisions to invest in innovations.

Role of the national system of innovation in implementing the National Health Insurance (NHI)

The purpose of the study sought to make recommendations regarding how best the National System of Innovation (NSI) could complement the plans of the National Department of Health (NDoH) in respect of the proposed National Health Insurance (NHI) reform.

2023 Study on status of innovation in Technical and Vocational Education and Training colleges

The 2021 study on the status of innovation in Technical and Vocational Education and Training (SITVET I), provided groundbreaking data around how innovation is understood and resulted in the development of a set of twenty-five indicators as a starting point for interrogation of the concept as it applies to the sector. A key outcome of 'SITVET 1' was the identification of the way in which innovation was understood in the TVET sector. Building on the 2021 exploratory study, SITVET II (2023), assessed innovation activities in TVET colleges using a set of indicators and expanded on the previous study's indicators to align with national goals and international best practices.

The study found that the TVET sector faces significant challenges, including a lack of data and information in certain areas, but also shows promise in others. The assessment revealed a need for improvement in areas such as lecturer training, funding for cutting-edge technologies, and employer satisfaction. However, there are also pockets of excellence in innovation, and the study identified work-based learning, apprenticeships, and company placements as critical areas for further development. Overall, the innovation landscape in TVET is at a formative stage, and creating a more enabling environment for innovation is essential.

2023 South African Science, Technology and Innovation Indicators Report

The 2023 Science, Technology, and Innovation (STI) indicators report evaluates the annual performance of South Africa's national system of innovation (NSI) based on STI data obtained from reliable local and international sources. The report highlights mixed progress in various areas. While there have been increases in scientific publications, female doctoral graduates, and medium and high-technology manufactured exports, there have been declines in R&D expenditure, business-sector funding, and formal employment in manufacturing. Additionally, South Africa still faces significant socio-economic challenges, including poverty and unemployment.

Understanding firm heterogeneity, impacts, and constraints on research and development (R&D) in South Africa

This study examined R&D at the level of the firm to provide more insight into the factors that account for the low and declining trend in Business Expenditure on R&D (BERD). The study draws on administrative tax data from the SARS-NT database and country-level data from the World Development Indicator database, CESTII-HSRC and OECD.

Facing the Facts: Women's Participation in Science, Engineering and Technology

This study monitors changes in the participation of women in science, technology, engineering, and mathematics (STEM) fields and occupations. The report shows that the NSI is still not fully inclusive, but shows improvements in the participation of women in parts of the system. Monitoring transformation in the NSI is still emphasised as essential.



Table 1: Strategic objectives, performance indicators planned targets and actual achievements

Strategic objective	Performance indicator	Actual achievement, 2022/23	Planned target, 2023/24	Actual achievement, 2023/24	Deviation from planned target to actual achievement, 2023/24	Comment on deviations
STRATEGIC OUTCOME-ORIENTED GOAL 1: To learn from previous experience to improve efficacy and ensure evidence-based, informed, confidential, and timely policy advice to the Minister of Higher Education, Science, and Innovation and, through the Minister, to Cabinet						
To provide evidence-based advice on science, technology, and innovation matters to the Minister of Higher Education, Science, and Innovation and, through the Minister, to Cabinet, on request or on NACI's initiative	Number of STI advice documents submitted to the Minister of Higher Education, Science, and Innovation	Three STI draft advisory documents produced and engaged by the 31 March 2023 <ul style="list-style-type: none"> The effectiveness of mathematics & science education initiatives in schools Development and growth of a utility-scale energy storage market in South Africa Benefits of importing technology in South Africa 	Three STI advisory documents submitted to the Minister of Higher Education, Science and Innovation by 31 March 2024	Four STI policy advisory documents generated by 31 March 2024 <ul style="list-style-type: none"> Business case for the renewal and repositioning of NACI developed and submitted to the Minister Advice on State and Commercialisation of Patents and Plant Breeders' Rights in South Africa developed and submitted to the Minister Advice on the Role of the National System of Innovation in Implementing National Health Insurance developed and submitted to the Minister 	n/a	n/a

Strategic objective	Performance indicator	Actual achievement, 2022/23	Planned target, 2023/24	Actual achievement, 2023/24	Deviation from planned target to actual achievement, 2023/24	Comment on deviations
				<ul style="list-style-type: none"> Advice on Status of Innovation in Technical and Vocational Education and Training Colleges developed and submitted to the Minister 		
STRATEGIC OUTCOME-ORIENTED GOAL 2: To contribute to the building of NSI monitoring, evaluation and learning capability in order to assess the health of the NSI and its contribution to sustainable and inclusive development						
To assess the performance of the NSI	Number of NSI monitoring and evaluation (M&E) reports	Four NSI M&E reports finalised by 31 March 2023: <ul style="list-style-type: none"> The effectiveness of mathematics & science education initiatives in schools Development and growth of a utility-scale energy storage market in South Africa Benefits of importing technology in South Africa Retaining local patents and technologies were developed 	STI Indicators Report produced by 31 March 2024	Final draft STI Indicators Report produced by 31 March 2024	There was a delay in the collection of data	The missing data have been requested from data providers

Strategic objective	Performance indicator	Actual achievement, 2022/23	Planned target, 2023/24	Actual achievement, 2023/24	Deviation from planned target to actual achievement, 2023/24	Comment on deviations
			Two NSI M&E reports finalised by 31 March 202.	<p>Four NSI M&E reports finalised by 31 March 2024</p> <ul style="list-style-type: none"> • Report on State and Commercialisation of Patents and Plant Breeders' Rights in South Africa developed and submitted to the Minister • Report on Status of Innovation in Technical and Vocational Education and Training Colleges finalised • Mapping of R&D Incentives and Best Practice in the Promotion of R&D in the Business Sector was finalised • Analysis of Business Investment in Research and Development finalised • Facing the Facts: Women's Participation in STEM produced 	n/a	n/a

Strategic objective	Performance indicator	Actual achievement, 2022/23	Planned target, 2023/24	Actual achievement, 2023/24	Deviation from planned target to actual achievement, 2023/24	Comment on deviations
STI central data and information portal	Successful operation of the National Science, Technology, and Innovation Portal (NSTIIP)	Directory of Experts from four universities (Free State, Limpopo, Wits, North-West) and Communities of Practice platforms/modules developed by 31 March 2023	Ongoing maintenance and implementation of the NSTIIP by 31 March 2024	Indexing system for ongoing maintenance and implementation of NSTIIP concluded by March 2024	n/a	n/a
STRATEGIC OUTCOME-ORIENTED GOAL 3: To contribute towards building a well-coordinated, effective and responsive NSI						
To contribute towards improving NSI coordination and planning	Foresight exercise capability institutionalised	The Foresight Exercise institutionalisation plan not produced by 15 December 2022	Environmental Scanning for the NSI by 15 March 2024	Environmental scanning for the NSI not done by 15 March 2024	Human and funding resources were not available	The Director-General: Science and Innovation has been asked to provide additional human resources to support NACI's work

Strategic objective	Performance indicator	Actual achievement, 2022/23	Planned target, 2023/24	Actual achievement, 2023/24	Deviation from planned target to actual achievement, 2023/24	Comment on deviations
STRATEGIC OUTCOME-ORIENTED GOAL 4: Transforming NACI into a smart, efficient, and learning organisation						
To ensure the efficient and effective provision of administrative, financial, technical, and professional corporate services, among others, to support the discharge of NACI's core mandate	Communication plan implemented	<p>Communication plan updated and implemented by 31 March 2023</p> <p>Profiling and engagement events, including:</p> <ul style="list-style-type: none"> Zoom webinar on the establishment of an African Continental Research Foundation on 02 June 2022 Zoom launch of the 2022 STI Indicators Report on 29 July 2022 Inaugural NACI STI Policy Colloquium on 8 and 9 September 2022 Media statements issued and participation in media interviews, including with Power FM on the launch of the STI Indicators 	Communication plan updated and implemented by 31 March 2024	<p>Communication plan implemented by 31 March 2024</p> <ul style="list-style-type: none"> NACI hosted the Transformative Investment Seminar on the 26 February 2024 	n/a	n/a

Strategic objective	Performance indicator	Actual achievement, 2022/23	Planned target, 2023/24	Actual achievement, 2023/24	Deviation from planned target to actual achievement, 2023/24	Comment on deviations
	Internal corporate governance system implemented	<ul style="list-style-type: none"> The 2021/22 Annual Report was developed and approved by the Minister and submitted to Parliament by 30 August 2022 The 2023/24 APP was developed and approved by the Minister and submitted to Parliament by 25 January 2023 	Corporate governance system implemented (2024/25 APP, 2022/23 Annual Report) developed and approved by the Minister and submitted to Parliament by 31 March 2024	Final draft of the 2024/25 Annual Performance Plan and 2022/23 Annual Report approved by the Minister and submitted to Parliament by 31 March 2024	n/a	n/a
	Knowledge management system implemented	All NACI meetings were recorded, and transcripts for 2022/23 financial year were stored safely in the knowledge management system by 31 March 2023	All NACI meetings recorded and transcripts for 2023/24 financial year will be stored safely in Knowledge Management System by 31 March 2024	Knowledge management system tools piloted by 31 March 2024	n/a	n/a

1.1.2 Events and stakeholder engagements

The BRICS STI Policy and Foresight Symposium

NACI and the DSI successfully hosted the BRICS STI Policy and Foresight Symposium between 4 and 5 December 2023 at the Council for Scientific and Industrial Research International Convention Centre, Pretoria. The Minister delivered a key-note address at the symposium. The rationale for the BRICS STI Policy and Foresight Symposium was to provide a platform for constructive and dynamic engagement on the strategic importance and challenges of BRICS STI policy and foresight and to discuss and identify interventions and approaches that will strengthen their implementation within the framework of BRICS.

The overarching objectives of the symposium were: (a) To examine the current BRICS STI policy space with the view to prescribing corrective interventions and adopting appropriate policy choices and responses aligned with BRICS STI priorities; (b) To view through this lens the problems of inclusive and sustainable socio-economic development and the capacity of BRICS STI to respond to societal challenges such as food security, poverty alleviation, health and environmental threats and emergencies; and (c) To identify new policy instruments and mechanisms that will enhance BRICS STI policymaking.





2023 Inaugural Presidential Plenary for STI

The White Paper introduced an Inter-ministerial Committee on STI and the presidential plenary as instruments to enhance STI policy coherence and for programme and budget coordination in the NSI. NACI participated in the inaugural Presidential Plenary for STI, and the Chief Executive Officer (CEO) presented on Innovation-led development. The Plenary is an initiative to unite government, academia, civil society and industry to drive South Africa's National System of Innovation collectively.

The plenary also followed the adoption of the STI Decadal Plan, which guides the first ten years of implementing the 2019 White Paper on STI. About 350 people gathered to discuss the progress of the NSI and challenges in this sector and explored ways for STI and skills development to build the South African economy.





Seminar on transformative investment: new rules for investing in sustainability transitions

In collaboration with the Transformative Innovation Policy (TIP) Consortium, NACI hosted a seminar where Professor Johan Schot from Sussex University introduced the transformative investment strategy, its philosophy and practical application in the context of the Deep Transition Lab. The presentation and discussions emphasised that private investors are considering new investment strategies moving beyond environmental, social, and governance (ESG) and impacting investment towards transformative investment.





Launch of the 2023 South African Science Technology and Innovation Indicators Report

The Council successfully launched the STI Indicators Report on 10 August 2023.

The audience included academia, civil society, science media and the broader national system of innovation stakeholder community.

Table 2: Round-Table Discussions (2023/24)

EVENT	ATTENDEE	DATE
British Chamber & NACI Round Table - Science, Technology and research investment and incentives	NACI	27 July 2023
Roundtable discussion on the key findings on the Status of Innovation in The Technical And Vocational Education and Training colleges.	NACI	21 September 2023
NACI Workshop on the STI Indicators Reports for the National System of Innovation in Durban, KZN	NACI	13 October 2023
NACI Seminar on Transformative Investment	NACI	26 February 2024

Table 3: NACI's participation in international engagements (2023/24)

EVENT	ATTENDEE	DATE
AU-EU Innovation Festival (15 June 2023 marked leave-absent on Calendar, not sure if he attended – held in Cape Town)	M Cele	15 June 2023
Visit DG Mjwara to JRC Link for the Webex Connection	M Cele (Virtual)	06 July 2023
INTPA-AF-TA-STI-31 - Strengthening innovation capacities of African Higher Education Institutions and Research Centres in support of the AU-EU Innovation Agenda	M Cele (Virtual)	28 July 2023
The 16th Pujiang Innovation Forum on Open Innovation System (China)	M Cele	08-12 September 2023
123rd session of the Committee for Scientific and Technological Policy (CSTP). Paris	M Cele	15-20 October 2023
STI Policy and Foresight Conference, Moscow	M Cele (Virtual)	09 November 2023
Visit to the JRC by NACI	M Cele	22-23 November 2023
Leading women in STEM Breakfast hosted by UK-SA Tech Hub at the British High Commission	Thandokazi Teti	15 August 2023
Women in STEM Entrepreneurship – Challenges and Opportunities webinar hosted by (ASSAf) and the Embassy of Ireland in South Africa	Thandokazi Teti	27 September 2023
17th Session of the Working Party on Biotechnology, Nanotechnology and Converging Technologies (11-12 May 2023)	Ntsane Moleleki (Virtual)	11-12 May 2023
World Science Forum	NACI (All)	6-8 December 2023
18th Session of the Working Party on Biotechnology, Nanotechnology and Converging Technologies (12-13 December 2023)	Ntsane Moleleki (Virtual)	12-13 December 2023

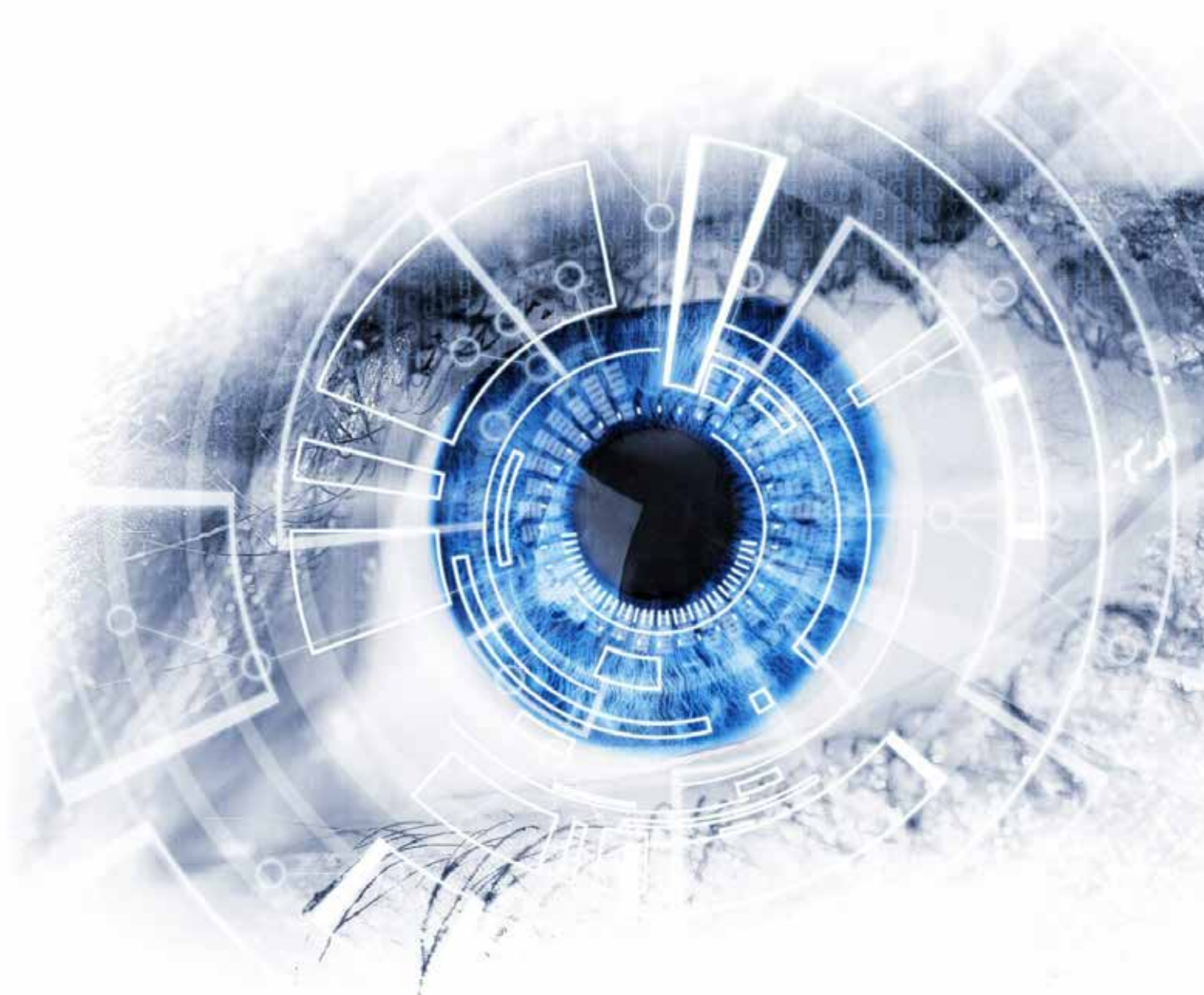
These events provided NACI with the opportunity to share its experience and knowledge, and to learn about STI policy development, planning, and evaluation from a range of partners.

1.1.4 Partnerships and Collaborations

Memorandum of understanding (MoU) between NACI and the Higher School of Economics (HSE), Moscow.

NACI entered an MoU with HSE for technical co-operation. The cooperation with HSE will support skills, knowledge and competency development. It is also envisaged to assist NACI to integrate into the global economy by enhancing its capacity for effective participation in the world economy, particularly in international trade, big data analytics, and conferences.

The MOU was signed during the BRICS STI Policy and Foresight Exercises Symposium.







Part

GOVERNANCE

1. THE NACI COUNCIL

The Science and Technology Laws Amendment Act, No. 16 of 2011 requires the NACI Council to meet at least once per quarter to ensure proper oversight over NACI's advisory work programme. To align with governance, the guidelines for NACI and its operations require the NACI Executive Committee to meet as often as necessary to direct the programme of work and to deal with important and urgent matters.

The members of NACI – other than the CEO and an officer from the Department of Trade, Industry and Competition (DTIC) – are appointed in their personal capacity, based on their outstanding achievement in any field of science and technology, or in the context of innovation, special knowledge, experience in and insight into the role and contribution of innovation in promoting and achieving national and provincial objectives.

Table 4: Council meeting attendance (2023/24)

Council member	Meetings attended				28/03/2024	Number of meetings attended
	05/06/2023	25/07/2023 (Special Meeting)	21/11/2023	08/02/2024		
Mr T Manyoni (Chairperson)	√	√	√	√	√	5
Dr M Cele: CEO	√	√	√	√	√	5
Ms B Arendse	√	√	√	√	√	5
Dr T Dlamini		√		√	√	3
Dr O Franks	√	√		√	√	4
Prof B Kana	√	√		√		3
Ms I Karg	√	√	√	√	√	5
Ms F Khumalo	√	√	√	√	√	5
Prof T Kupe	√	√				2
Ms N Maharaj	√	√	√	√	√	5
Ms K Makhohliso	√	√		√		3
Dr C Mbileni-Morema	√	√	√	√	√	5
Prof L Morris	√	√		√	√	4
Mr D Ndimba	√	√	√	√	√	5
Prof F Nelwamondo	√	√		√	√	4
Dr A Vahed	√	√	√	√	√	5
Prof L Zungu	√	√				2

2. EXECUTIVE COMMITTEE

The duties of the NACI Executive Committee (ExCo) are to dispose of matters determined by the Council. The ExCo's terms of reference and decision-making power for each matter referred are decided by NACI.

Table 6: ExCo meeting attendance (2023/24)

ExCo member	Meetings attended				Number of meetings attended
	18/05/2023	23/10/2023	01/02/2024	15/03/2024	
Mr T Manyoni (Chairperson)	√	√	√	√	4
Dr M Cele (CEO)	√	√	√	√	4
Ms I Karg	√	√	√	√	4
Ms F Khumalo	√	√	√	√	4
Dr O Franks	x	√	√	√	3







Part

D

HUMAN RESOURCE
MANAGEMENT

1. INTRODUCTION

To implement its advisory work programme, the NACI Council is supported by the NACI Secretariat. As of 31 March 2024, the staff establishment of the Secretariat was made up of 14 employees. There are four Senior Management Service members and four technical employees at the deputy director level. One person was employed on fixed-term contract to assist the team with the workload.

The Secretariat complied with the Performance Management and Development System and all employees submitted their performance agreements and assessments. The employment equity profile of the Secretariat is 50/50, male/female representation and 0% for employees living with a disability. The target is to increase female representation to 75% over the next financial years.

2. HUMAN RESOURCE OVERSIGHT STATISTICS

2.1 Personnel related expenditure

Personnel Cost

Programme/ activity/ objective	Total Expenditure for the entity (R'000)	Personnel Expenditure (R'000)	Personnel exp. as a % of total exp. (R'000)	No. of employees	Average personnel cost per employee (R'000)
NACI	20,131	12,599	63%	13	969

Personnel cost by salary band

Level	Personnel Expenditure (R'000)	% of personnel exp. to total personnel cost (R'000)	No. of employees	Average personnel cost per employee (R'000)
Top Management	1,145	9%	1	1,145
Senior Management	5,338	42%	4	1,335
Professional qualified	4,573	36%	5	915
Skilled	1,543	12%	3	514
Semi-skilled	-	0%	0	-
Unskilled	-	0%	0	-
TOTAL	12,599	100%	13	3,908

Performance Rewards

Programme / activity/ objective	Performance rewards						Personnel expenditure (R'000)		% of performance rewards to total personnel cost (R'000)	
	Notch progression		Bonus				Notch progression	Bonus	Notch progression	Bonus
	No. of employees	Beneficiaries	No. of employees	Beneficiaries	Beneficiaries					
Top Management (L15-16)	-	-	-	-	-	-	-	-	-	-
Senior Management (L13-14)	4	3	4	0	0	R83 899	0	0,02%	0%	
Professional qualified (L9-12)	3	1	3	0	0	R13 179	0	0,004%	0%	
Skilled (L6-8)	3	1	3	0	0	R4 701	0	0,001%	0%	
Semi-skilled (L3-5)	0	0	0	0	0	0	0	0	0%	
Unskilled (L1-2)	0	0	0	0	0	0	0	0	0%	
TOTAL	10	5	10	0	0	R101 779	0	0,03%	0%	

Training Costs

Programme/activity/objective	Personnel Expenditure (R'000)	Training Expenditure (R'000)	Training Expenditure as a % of Personnel Cost.	No. of employees trained	Avg training cost per employee
National Advisory Council on Innovation (NACI)	R12 598 806.08	R372 604.60	2.9%	3	R124 201.53

Programme/activity/objective	2023/2024 No. of Employees	2023/2024 Approved Posts	2023/2024 No. of Employees	2023/2024 Vacancies	% of vacancies
Top Management	0	0	0	0	0
Senior Management	3 (as at the beginning of April 2023)	5	5 (as end of March 2024)	0	0
Professional qualified	4	4	4	0	0
Skilled	3	3	3	0	0
Semi-skilled	0	0	0	0	0
Unskilled	0	0	0	0	0
TOTAL	10	12	12	0	0

Employment changes

Salary Band	Employment at beginning of period	Appointments	Terminations	Employment at end of the period
Top Management	0	0	0	0
Senior Management	3	2	0	5
Professional qualified	4	0	0	4
Skilled	3	0	0	3
Semi-skilled	0	0	0	0
Unskilled	0	0	0	0
Total	10	2	0	12

Reasons for staff leaving

Reason	Number	% of total no. of staff leaving
Death	0	0
Resignation	0	0
Dismissal	0	0
Retirement	0	0
Ill health	0	0
Expiry of contract	0	0
Other	0	0
Total	0	0

Labour Relations: Misconduct and disciplinary action

Nature of disciplinary Action	Number
Verbal Warning	0
Written Warning	1
Final Written warning	0
Dismissal	0

Equity Target and Employment Equity Status

Levels	MALE							
	African		Coloured		Indian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	0	0	0	0	0	0	0	0
Senior Management	3	1	0	1	0	0	0	0
Professional qualified	2	0	0	0	0	0	0	1
Skilled	1	1	0	0	0	0	0	1
Semi-skilled	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	6	2	0	1	0	0	0	2

Levels	FEMALE							
	AFRICAN		COLOURED		INDIAN		WHITE	
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	0	1	0	0	0	0	0	0
Senior Management	2	1	0	0	0	0	0	0
Professional qualified	2	1	0	0	0	0	0	0
Skilled	2	0	0	0	0	0	0	1
Semi-skilled	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	6	3	0	0	0	0	0	1

Levels	Disabled Staff			
	Male		Female	
	Current	Target	Current	Target
Top Management	0	0	0	0
Senior Management	0	0	0	1
Professional qualified	0	0	0	1
Skilled	0	0	0	1
Semi-skilled	0	0	0	0
Unskilled	0	0	0	0
TOTAL	0	0	0	3





Part



FINANCIAL
INFORMATION

1. REPORT OF THE EXTERNAL AUDITOR

This is the audit report as issued by the external auditor.

2. ANNUAL FINANCIAL STATEMENTS

NACI's budget for 2023/24 was R18,411 million, including the compensation of employees. The total expenditure on goods and services from the annual budget was R7,532 million, which was higher than the original budget, due to the remuneration for the fixed-term employment contracts.

Description	Budget 2023/24 R'000	Commitments R'000	Expenditure		Available budget as at 31 Mar. 2024 R'000
			Forecast R'000	Actual R'000	
Compensation of employees	11,019	–	11,619	12,599	(980)
Goods and services	6,793	143	6,792	7,532	(740)
Household	–	–	–	–	–
Payment for financial assets	–	–	–	–	–
Total	17,812	143	18,411	20,131	(1,720)

NOTES

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NOTES

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