ANNUAL REPORT
2024/25



science, technology & innovation

Department:
Science, Technology and Innovation
REPUBLIC OF SOUTH AFRICA

NACI
NATIONAL ADVISORY COUNCIL ON INNOVATION

Innovation for a Better Future

ANNUAL REPORT

2024/25 Financial Year



science, technology & innovation

Department:
Science, Technology and Innovation
REPUBLIC OF SOUTH AFRICA

NATIONAL ADVISORY COUNCIL ON INNOVATION



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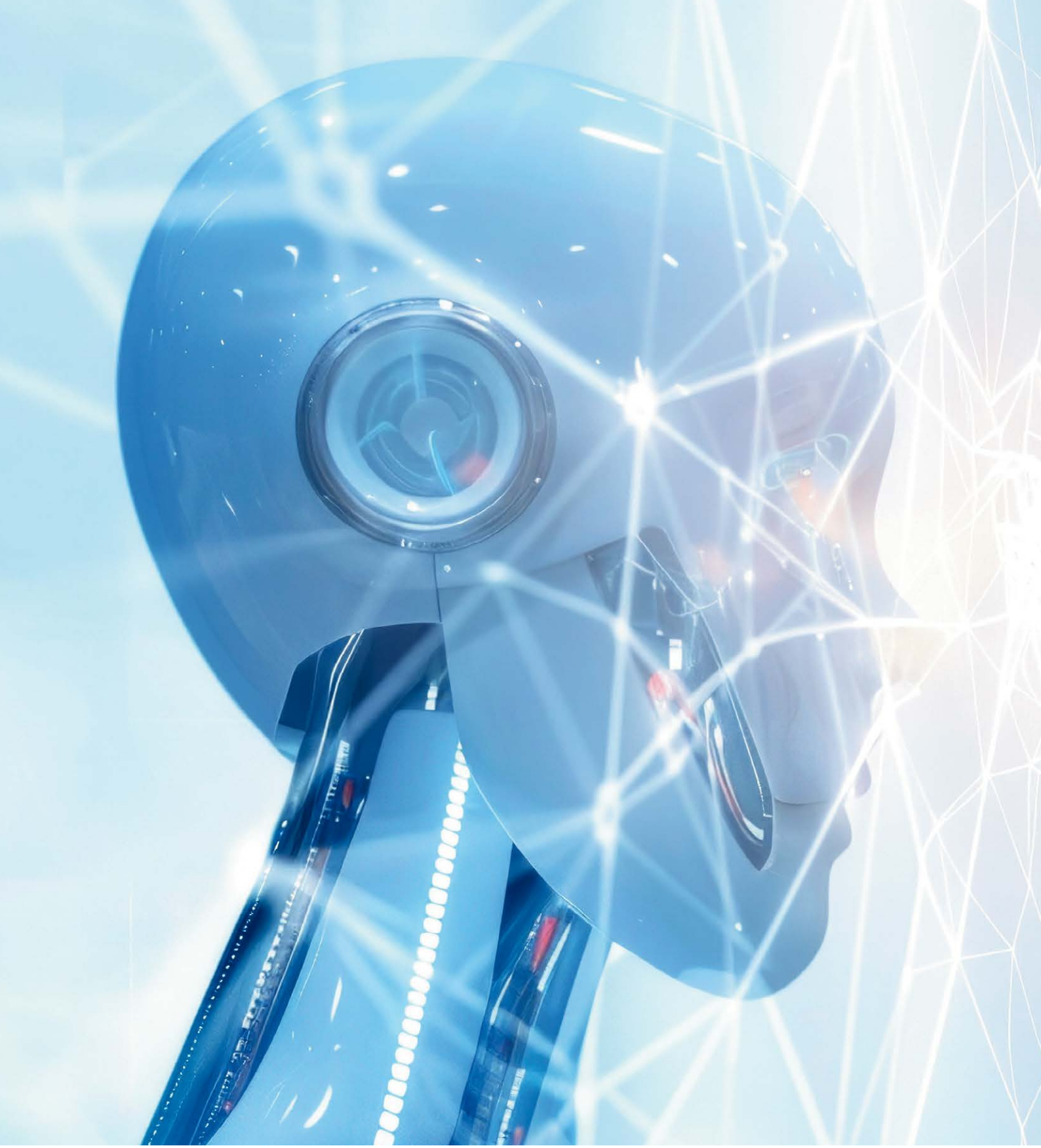
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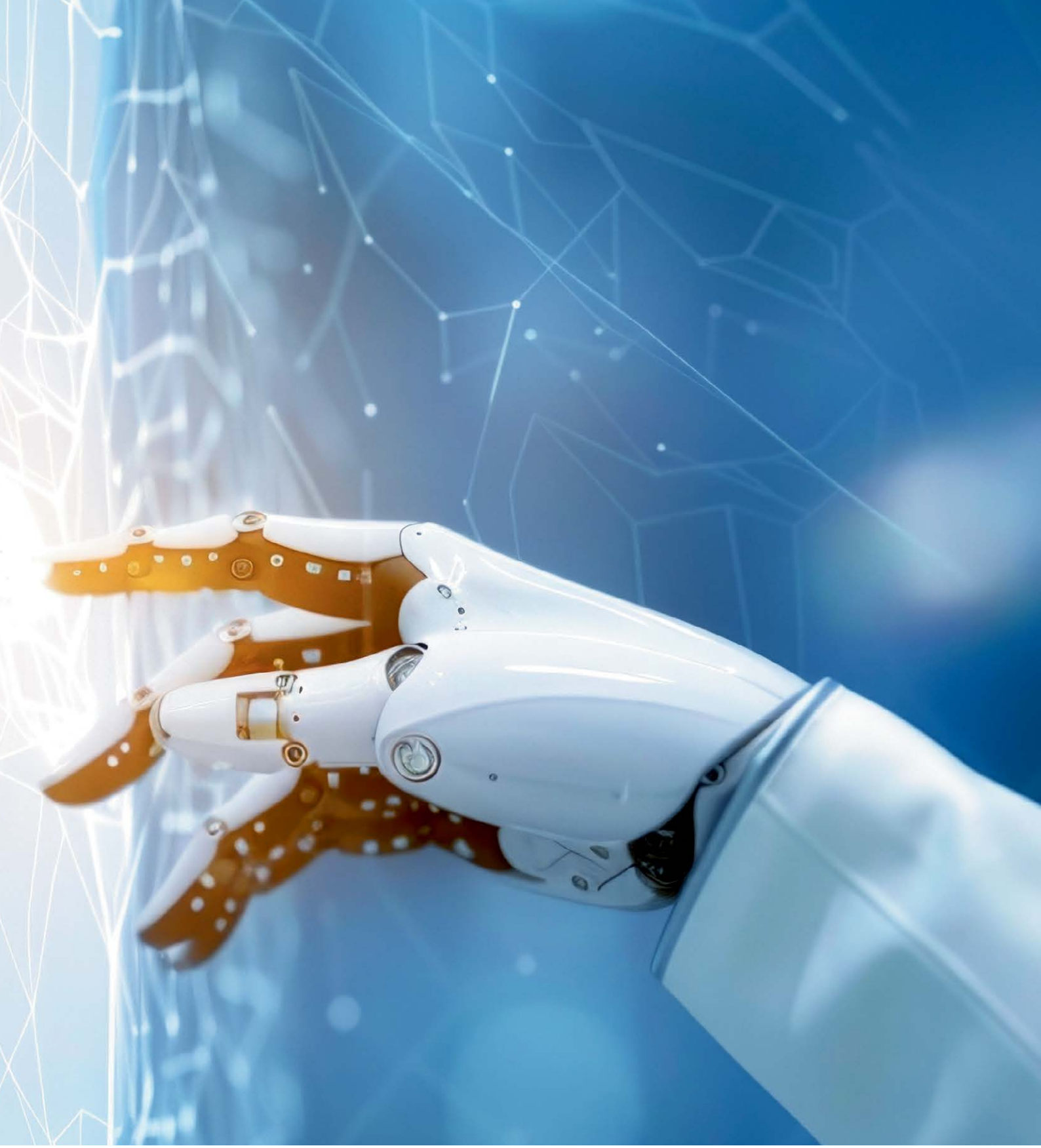
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PART A:
GENERAL INFORMATION

1. PUBLIC ENTITY'S GENERAL INFORMATION

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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
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

3. FOREWORD BY THE CHAIRPERSON



Mr. Tilson Manyoni
Chairperson

On behalf of the National Advisory Council on Innovation (NACI), I am pleased to present the 2024/25 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.

The Council has made significant strides in implementing its 2024-25 Performance Plan, notably finalisation of the recommendations towards the development of a national artificial intelligence strategy for SA and the report towards building the RDI Information and Cyber Security Capability for South Africa's National Security has been submitted as well as hosting the Inaugural National System of Innovation (NSI) Transformation Summit.

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 2024/25 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 former CEO, Dr Mlungisi Cele, and the Secretariat team for their dedication and hard work.

We appreciate the Ministry's and the former Acting Director-General for their continued support, as we remain committed to achieving our STI objectives.



Mr. Tilson Manyoni
Chairperson
National Advisory Council on Innovation

31 July 2025

4. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR 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.

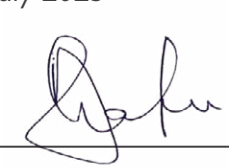
The accounting authority is responsible for the preparation of the annual financial performance and the judgments made in this information.

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 2025. The NACI takes this opportunity to thank Dr Mlungisi Cele the former CEO for his service at NACI and for successfully overseeing the implementation of the Five Year Strategic Plan 2020-2025 during his tenure. We wish him well in his new role as the newly appointed Director-General of the Department of Science, Technology and Innovation.



Acting NACI Chief Executive Officer
Ms. Anneline Morgan
31 July 2025



Chief Financial Officer
Department of Science, Technology and Innovation
Mr. Robert Shaku
31 July 2025

5. STRATEGIC OVERVIEW

5.1 Vision

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

5.2 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.

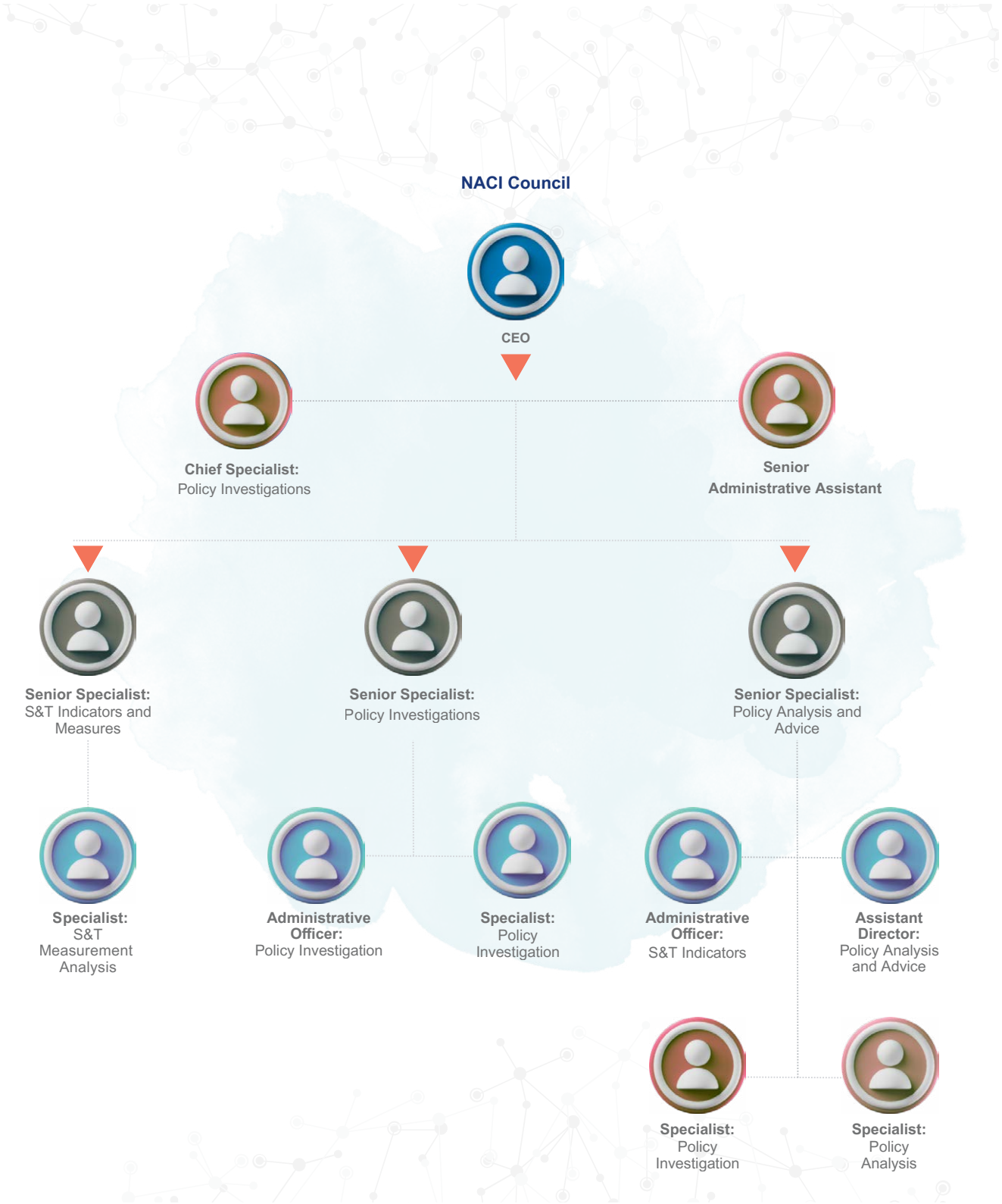
5.3 Values

- 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.

7. ORGANISATIONAL STRUCTURE





PART B:
PERFORMANCE INFORMATION

1. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

1.1 Programme 1: (NACI)

This section covers National Advisory Council on Innovation's (NACI's) activities, performance, and outputs for the 2024/25 financial year. NACI achieved most of its objectives for the 2024/25 financial year at the end of March 2025.

1.1.1 Advice

Understanding Firm Heterogeneity, Impacts and Constraints on Research and Development In South Africa

During the 2024/2025 financial year, the National Advisory Council on Innovation (NACI) completed a comprehensive study on firm-level research and development (R&D) in South Africa and provided advice to the Minister of Science, Technology, and Innovation (STI). The study utilised administrative tax data from the South African Revenue Services-National Treasury database and comparative data from global sources, including the World Development Indicators and Organisation for Economic Cooperation and Development (OECD). Its primary objective was to investigate the underlying reasons for the persistent decline in business expenditure on R&D (BERD), which has contributed to South Africa's gross expenditure on R&D (GERD) dwindling to 0.6% of Gross Domestic Product (GDP) in 2020 from 0.83% in 2008/09, a far cry from the 1.5% target outlined in the 2019 White Paper.

The study's findings revealed a concerning trend. BERD's share of GERD plummeted from 57% to 30%, with real BERD halving due to a decline in the number of R&D firms, lower R&D intensity, and high exit rates, particularly among large manufacturing firms, which account for 74–79% of R&D spending. Despite these trends, R&D firms outperform their counterparts, exhibiting 18% higher productivity in manufacturing, a greater likelihood of exporting (with 62% higher export values), and employing more workers (95 vs. 43) at higher wages. However, South Africa's R&D incentives are limited compared to other middle-income countries, with public support at a mere 0.018% of GDP and declining direct government funding since 2008.

The study suggests that reversing this decline requires a multifaceted approach. To boost R&D in South Africa, several policy recommendations are proposed. First, improving the national investment climate is critical to enhancing R&D expenditure by addressing key supply constraints, such as electricity provision and transport. Furthermore, offering tax exemptions and holidays for R&D expenditure, as well as incentivising Intellectual Property (IP) sales through higher after-tax returns, could encourage R&D activities. Additionally, promoting the use of external knowhow can increase firm productivity and R&D expenditure. Accelerating reforms to the R&D tax incentive, including streamlining the application process and reducing turnaround times, is also vital. Moreover, targeted interventions, such as grants and cash transfers, can provide essential support to exporting firms and small businesses. Finally, leveraging venture capital for R&D purposes by resolving regulatory constraints and relaxing immigration restrictions on skilled foreign workers can help alleviate human capital shortages and funding challenges.

Transformative Hydrogen Fund

During the 2024/25 financial year, NACI has provided advice to the Minister on how the country can create a Transformative Hydrogen Fund that could be used to complement existing initiatives such as South Africa's Green Hydrogen (SA-H2) Fund and other mechanisms aimed at unlocking financing for green hydrogen. By addressing funding gaps, particularly for early-stage technologies and scaling infrastructure, the

proposed fund provides a lever to accelerate the commercialisation and deployment of green hydrogen technologies in South Africa.

The Development of a National Artificial Intelligence (AI) Strategy for SA

During the 2024/25 period, the NACI, with the approval of the Minister of Science, Technology and Innovation, Professor Bonginkosi Nzimande, led a national process to develop recommendations that can inform the development of a comprehensive national strategy on artificial intelligence (AI). This initiative was undertaken in alignment with the National Development Plan, the White Paper on Science, Technology and Innovation (STI), and its Decadal Plan. NACI partnered with the Council for Scientific and Industrial Research (CSIR) Emerging Digital Technologies for 4IR (EDT4IR) Research Centre for technical support and convened a diverse working group of approximately 75 members, representing academia, civil society, government, industry, and policy. These members contributed expertise across six thematic areas to shape the recommendations.

To ensure broad participation and inclusivity, NACI established an Open National AI Strategy Recommendations Forum, inviting all interested stakeholders to engage in the process. Over 12 months, from April 2024 to March 2025, four national workshops were held, producing a clear vision for AI in South Africa, thematic SWOT analyses, and a comparative review of global AI strategies. The resulting draft NACI AI Recommendations Report was presented and discussed at the Inaugural National System of Innovation Transformation Summit in March 2025, with over 300 key stakeholders in attendance. The report was further reviewed by an independent Reference Group and refined for submission as part of NACI's formal advice to the Minister of Science, Technology and Innovation.

Building the RDI Information and Cyber Security Capability for South Africa's National Security

In 2024/25, the NACI, in collaboration with the CSIR Information and Cybersecurity Centre, led the development of the NACI National Cybersecurity RDI Roadmap. This work responded to the growing urgency for a coordinated national approach to cybersecurity research, development and innovation (RDI). The project aimed to provide strategic recommendations and a roadmap to advise the Minister of Science, Technology and Innovation—Professor Bonginkosi Nzimande—and, through him, Cabinet, on the development of a national cybersecurity RDI strategy. It was undertaken in alignment with the 2019 White Paper on STI and the Foundational Digital Capabilities Research (FDCR) programme, building on NACI's prior position paper advocating for strengthened cybersecurity RDI within the National System of Innovation (NSI).

The roadmap was shaped through a highly consultative process involving experts from academia, government, industry, and civil society. Two focused workshops were held—one with academic and industry experts, and another with government and state actors involved in the National Cybersecurity Policy Framework. These engagements informed draft recommendations and priority focus areas, which were later refined during a final workshop with cross-sectoral stakeholders. The draft roadmap was presented and discussed at the Inaugural NSI Transformation Summit in March 2025, with over 300 participants, including the Minister. It was further reviewed by an independent Reference Group before finalisation. The resulting report offers actionable insights to inform national cybersecurity RDI policy and strengthen South Africa's innovation ecosystem in the face of evolving digital threats.

1.1.2 Monitoring and Evaluation

2024 South African Science Technology and Innovation Indicators Report

NACI launched the 2024 Science, Technology, and Innovation (STI) Indicators Report on 27 August 2024. The Report evaluates the performance of South Africa's national system of innovation (NSI) based on STI data obtained from reliable local and international sources. Some of the highlights include global research and development (R&D) spending is unevenly distributed, with the United States and China accounting for 28% and 22% of total global R&D, respectively. High-performing countries like Israel and South Korea boast impressive R&D intensities of 4.93% and 4.64%, respectively. Within Africa, Kenya's R&D intensity of 0.98% surpasses South Africa's 0.61% as of 2021/22 .

In South Africa, R&D expenditure has experienced fluctuations, rising from R22 billion in 2011 to R39 billion in 2017, before declining due to reduced business sector investment up to 2020/21. However, the business sector rebounded with a 26.4% increase in R&D investment in 2021/22, driven by significant investments across various fields and industries. These rebounds highlight the dynamic nature of R&D funding in South Africa, where shifts in business sector investment can have a significant impact.

The funding landscape in South Africa is diverse, with government (52.5%, R20.049 billion), business (29.0%, R11.081 billion), and foreign sources (14.5%, R5.539 billion) contributing to R&D funding in 2021/22. Additionally, venture capital investments, targeting key sectors like ICT, Fintech, Food and Beverage, and Manufacturing, accounted for 48.5% of total investment by 2022, but declined by 5.8% in 2021 and 4.4% in 2022. Meanwhile, Nigeria emerged as a leading destination for venture capital investment in Africa, accounting for 22% of total deals in 2022, surpassing South Africa's 14% share.

Infrastructure investments have also played a crucial role in supporting the NSI, with R2.4 billion invested between 2015/16 and 2019/20, including R1.9 billion for astronomy and R504.6 million for nuclear and biodiversity sciences. However, a 20% cut to the National Equipment Programme since 2016/17 has reduced investment in critical research infrastructure. Additionally, South Africa's digital competitiveness has declined, with the country slipping from 48th in 2019 to 58th in 2023, potentially due to insufficient investment in digital infrastructure, which could hinder the growth of digital industries and innovation

Human resources form the backbone of South Africa's innovation potential, though progress is tempered by gaps. The population with post-secondary education has grown by 0.5% between 2011 and 2020, with half of those aged 20 and above completing secondary education by 2020. University enrolments have climbed 12% from 0.95 million to 1.01 million, and graduates have soared 41% from 165,986 to 233,257 between 2012 and 2021.

On the outputs front, South Africa has seen a significant surge in scientific publications, rising from 3,693 in 2000 to 27,208 in 2022, earning a 29th global ranking. However, patenting activity has weakened, with domestic patents declining from 694 in 2019 to 513 in 2022. Conversely, payments for foreign intellectual property have fallen since 2017, while IP sales receipts have increased, with a 6.6% rise in 2021 and a substantial 53% growth in 2022.

The economic and social impact of innovation in South Africa is multifaceted, with both challenges and opportunities arising from the country's evolving landscape. The country's economy faces headwinds, including a decline in manufacturing output to 524.8 Gross Value Added (GVA) in 2022, alongside high-income inequality (Gini coefficient of 66.92) and a poverty rate of 62.6%. Positive trends have emerged, such as an 11.2% rise in manufacturing exports and a growth in

service exports to $12.61 billion between 2013 and 2022.

South Africa's public sector innovation is showing promise, particularly in digital governance. The country's E-Government Development Index score has improved significantly, rising from 0.49 in 2012 to 0.74 in 2022. This progress has propelled South Africa's global ranking from 101st to 65th out of 193 countries. However, challenges remain, including limited innovation implementation at the municipal level. The average Municipal Innovation Maturity Index (MIMI) score of 2.0 out of 5 indicates that while innovation is defined, there is little evidence of its implementation.

South Africa's bioeconomy exports have increased significantly, despite a decline in R&D expenditure in biological sciences. Emerging technologies, however, show promise, with a 19% annual growth rate in patenting trends from 2011 to 2022, driven by growth in digitalisation, biotechnology, and nanotechnology.

The NSI Transformation summit

NACI convened the NSI Transformation Summit at the behest of the Minister Professor Nzimande, at the Birchwood Hotel and OR Tambo Conference Centre on 13 and 14 March 2025. The Summit brought together over 300 delegates, including leaders from government, academic institutions, science councils, business, and organised labour, as well as student and youth representatives, government officials, and other stakeholders. Together, they engaged in robust discussions on critical themes tied to the transformation of the NSI and its pivotal role in fostering democratic, inclusive, and sustainable development for South Africa and its position in an evolving global landscape.

Guided by the theme "Science, technology, innovation, and knowledge at the centre of government, education, society, and industry," the Summit's presentations and deliberations explored essential dimensions of transformation. Delegates then delved into two pressing questions:

- Why has the post-apartheid transformation of the NSI fallen short of its intended goals?
- How can we deepen and accelerate this process to ensure science, technology, and knowledge more effectively serve government, education, society, the economy, and the planet?

These discussions underscored the urgency of reimagining the NSI as a dynamic catalyst for national progress and global relevance. The Summit adopted a declaration call and numerous recommendations.

> "Science, technology, innovation, and knowledge at the centre of government, education, society, and industry."

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

Outcome	Outputs	Output indicators	Audited/actual performance		Planned Annual Target	Actual Performance 2024/25	Deviation from planned target to actual		Reason for revisions to the outputs/output indicator/Annual Target
			2022/23	2023/24	2024/25				
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, the Cabinet	STI advice	Number of STI advice documents submitted to the Minister of Higher Education, Science and Innovation	Two STI advice documents submitted to the Minister of Higher Education, Science and Innovation by 31 March 2023	Three STI advice documents submitted to the Minister of Higher Education, Science and Innovation by 31 March 2024	Three STI advice documents submitted to the Minister of Higher Education, Science and Innovation by 31 March 2025	Four advice documents submitted by 31 March 2025 a) Firm heterogeneity impacts and constraints on research and development in South Africa. b) Recommendations towards the development of a national artificial intelligence strategy for SA. c) Towards building the RDI Information and Cyber Security Capability for South Africa's National Security. d) STI advice submitted on the Proposal for the Establishment of a Transformative Hydrogen Fund	Achieved	n/a	n/a
To contribute to the building of NSI monitoring, evaluation (M&E) and learning capability to assess the health of the NSI and its contribution to sustainable and inclusive development	State of STI reports	STI Indicators Report finalised by 31 March 2021	STI Indicators Report produced by 31 March 2023	STI Indicators Report produced by 31 March 2024	STI Indicators Report produced by 31 March 2025	Draft STI Indicators Report finalised by 31 March 2025	Achieved	n/a	n/a
	NSI M&E reports	Two NSI M&E reports finalised by 31 March 2021	Two NSI M&E reports produced by 31 March 2023	Two NSI M&E reports finalised by 31 March 2024	Two NSI M&E reports finalised by 31 March 2025	Three NSI M&E reports finalised by 31 March 2025: a) A synthesis report on the contribution of the Decadal Plan STI priorities to inclusive and sustainable socio-economic development was finalised b) A synthesis report on a study on industrialisation through innovation was produced c) An inception report on the baseline diagnostic assessment study on transformation in the NSI was produced	Achieved	n/a	n/a

Outcome	Outputs	Output indicators	Audited/actual performance		Planned Annual Target	Actual Performance 2024/25	Deviation from planned target to actual		Reason for revisions to the outputs/output indicator/Annual Target
			2022/23	2023/24	2024/25				
	National STI Information Portal (NSTIIP)	Successful implementation of NSTIIP	Ongoing maintenance and implementation of the NSTIIP by 31 March 2023	Ongoing maintenance and implementation of the NSTIIP by 31 March 2024	Ongoing maintenance and implementation of the NSTIIP by 31 March 2025	STI statistics section completed by 31 March 2025	Achieved	n/a	n/a
To contribute towards building a well-coordinated, effective, and responsive NSI	Institutional foresight exercise capability	Foresight exercise capability institutionalised	n/a	n/a	Review report on the design evaluation of the South Africa Foresight Exercise for STI 2030 (SAForSTI) by 15 March 2025	Work has not commenced	Not achieved	Human and funding resources were not available	n/a
To transform NACI into a smart and efficient learning organisation	Communication and branding strategy	Communication and branding strategy	Communication plan updated and implemented by 31 March 2023	Communication plan updated and implemented by 31 March 2024	Communication Plan updated and Implemented by 31 March 2025	- Interview on evidence-based science advisory for policymaking on Africa Science Focus podcast series produced by SciDev.Net - Interview with Power FM at the launch of the 2024 STI Indicators Report on 27 August 2024. and one with Ukhozi FM on 28 August 2024 - Interview with Ukhozi fm on the 20th of November 2024 - Interview with Umhlobo wenene fm on the 21st of November 2024 - UKZN Workshop on the 2024 STI Indicators Report on the 25th of November 2024 - NACI hosted the NSI Transformation Summit between 13-14 March 2025. which also included a series of interviews with SABC TV, SA fm, Ukhozi fm and other media houses in attendance at the Summit	Achieved	n/a	n/a

Outcome	Outputs	Output indicators	Audited/actual performance		Planned Annual Target	Actual Performance 2024/25	Deviation from planned target to actual		Reason for revisions to the outputs/output indicator/Annual Target
			2022/23	2023/24	2024/25				
	Internal corporate governance system	Internal corporate governance system implemented	Corporate governance system implemented (2022/23 APP, 2021/22 Annual Report) developed and approved by the Minister and submitted to Parliament by 31 March 2023	Corporate governance system implemented (2023/24 APP, 2022/23 Annual Report) developed and approved by the Minister and submitted to Parliament by 31 March 2024	Corporate governance system implemented (2024/25 APP, 2023/24 Annual Report) developed and approved by the Minister and submitted to Parliament by 31 March 2025	Final draft of 2025/26 Annual Performance Plan and 2025-2030 Strategic Plan submitted to the DSI by 30 January 2025	Achieved	n/a	n/a
	Knowledge management system	Knowledge management system implemented	Knowledge management system implemented by 31 March 2023	Knowledge management system implemented by 31 March 2024	All NACI meetings recorded and transcripts for 2022/23 stored safely in knowledge management system by 31 March 2025	The use of knowledge management system tools to store ongoing NACI transcripts was facilitated by 30 December 2024	Achieved	n/a	Correction of error

1.1.3 Events and stakeholder engagements

Launch of the 2024 South African STI Indicators Report

The National Advisory Council on Innovation (NACI) hosted the launch of the 2024 South African Science, Technology, and Innovation (STI) Indicators Report on 27 August 2024, at the Innovation Hub in Pretoria, with approximately 100 delegates from various sectors, including government, academia, industry, and civil society, in attendance. The Minister Professor Blade Nzimande, delivered the keynote address, highlighting the report's crucial role in measuring STI's impact on South Africa's socio-economic development.

Key findings included progress in human resources, research outputs, and digitisation, but also declining R&D investment and venture capital. Discussions emphasised the need for increased funding, collaboration, and effective policymaking, as well as addressing persistent triple challenges of unemployment, poverty and inequality. Minister Professor Blade Nzimande called for a summit to discuss the transformation of the National System of Innovation, emphasising the need for systemic change to drive meaningful progress.

KZN Roadshow: 2024 South African STI Indicators Report

NACI partnered with the University of KwaZulu-Natal (UKZN) to host a roadshow at the Durban ICC on 25 November 2024, engaging stakeholders on the key findings of the 2024 South African STI Indicators Report Approximately 50 delegates from government, science councils, universities, and the private sector attended the event. The Report highlighted mixed progress at the national level, with improvements in STI human resources, research excellence, and digital infrastructure investments, but concerns persisted, including low research intensity, declining patent activity, and diminishing venture capital investment.

The Report highlighted provincial disparities, with Gauteng, Western Cape, and KwaZulu-Natal leading in R&D expenditure, high-tech jobs, and exports, but facing declining medium-tech employment. Education gaps persisted, with the Free State and KwaZulu-Natal achieving high matric pass rates despite lower GDP per capita. Discussions emphasised the need to foster an innovation culture at the municipal level, remove barriers to innovation, and scale up existing initiatives to drive meaningful change.

National System of Innovation Transformation Summit

NACI partnered with the Department of Science, Technology and Innovation to host the Transformation Summit which was convened at the Birchwood Hotel and OR Tambo Conference Centre on 13 and 14 March 2025. The Summit brought together over 300 delegates, including leaders from government, academic institutions, science councils, business, and organised labour, as well as student and youth representatives, government officials, and other stakeholders. Together, they engaged in robust discussions on critical themes tied to the transformation of the NSI and its pivotal role in fostering democratic, inclusive, and sustainable development for South Africa and its position in an evolving global landscape.

Guided by the theme "Science, technology, innovation, and knowledge at the centre of government, education, society, and industry," the Summit's presentations and deliberations explored essential dimensions of transformation. Delegates then delved into two pressing questions:

- Why has the post-apartheid transformation of the NSI fallen short of its intended goals?
- How can we deepen and accelerate this process to ensure science, technology, and knowledge more effectively serve government, education, society, the economy, and the planet?

The discussions underscored the urgency of reimagining the NSI as a dynamic catalyst for national progress and global relevance.

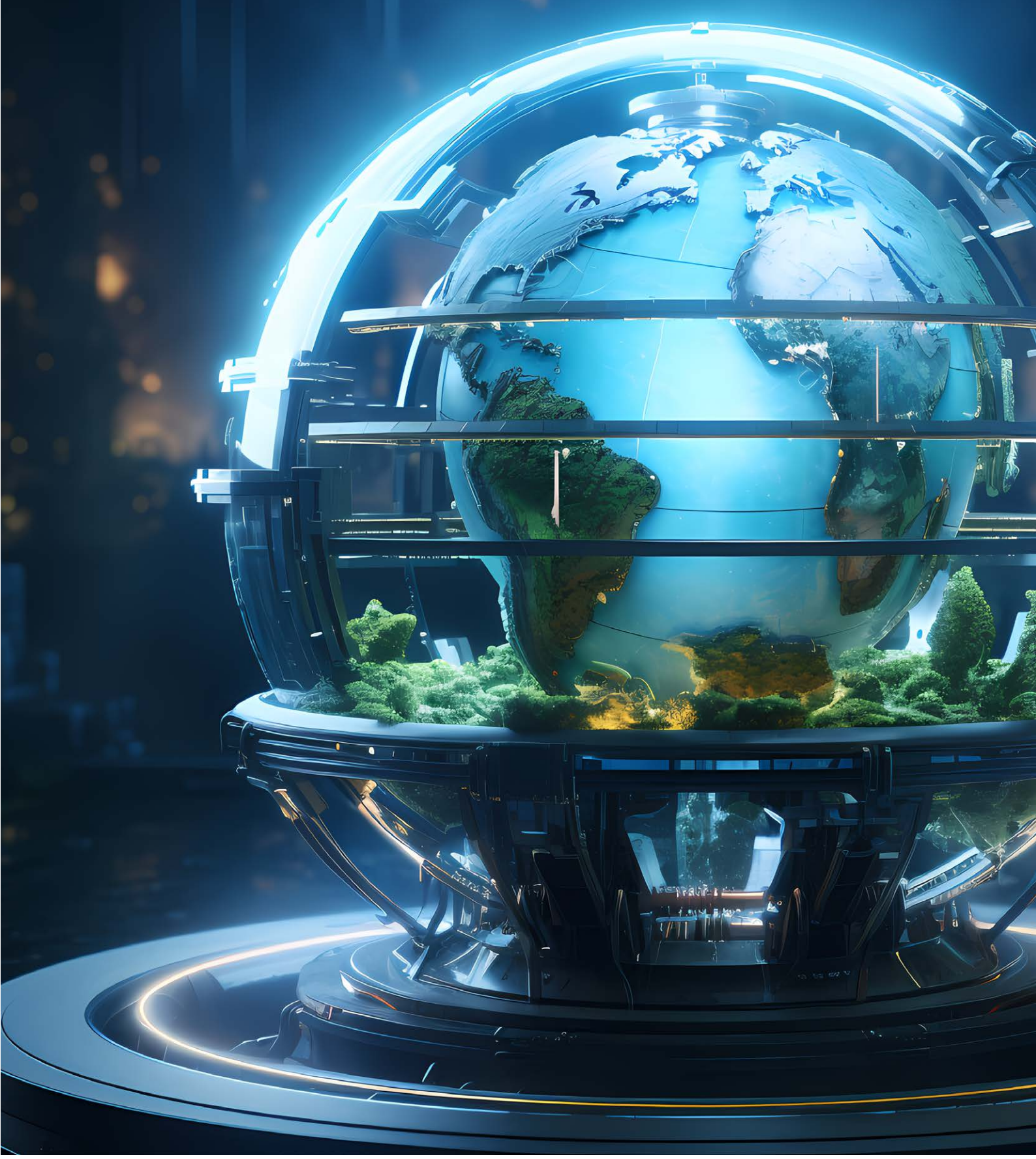
Table 2: Round-Table Discussions (2024/25)

EVENT	ATTENDEE	DATE
Round-Table discussions on Firm Heterogeneity, Impacts and Constraints on Research and Development in South Africa	NACI	17 May 2024

Table 3: NACI's participation in international engagements (2024/25)

EVENT	ATTENDEE	DATE
International Academic Symposium "Foresight and Science, Technology and Innovation Policy"	M Cele	18-19 April 2024
CSTP Multistakeholder Dialogue and Ministerial Meeting	M Cele	23-24 April 2024
Future Foresight Symposium: Beyond the Horizon: Future Foresight in a World of Complexity	M Cele	2 May 2024
3rd Multi-Sectoral Conference and Exhibitions on Research, Science, Technology and Innovation	M Cele	07- 10 MAY 2024
United Nations Ad-hoc Expert Meeting on Technology Foresight and Technology Assessment	M Cele	23 July 2024
Chief Science Advisors Roundtable (CSAR-2024): Fostering open science, bridging knowledge asymmetry, and building science advice capacity globally	M Cele P Lukhele	6 September 2024
Pujiang Innovation Forum	M Cele H Mbatha P Lukhele	07-10 September 2024
BRICS Workshop	M Cele	19-20 September 2024
UNESCO Chairs and Partners Forum: Transforming Knowledge for Africa's Future	M Cele	30 September 2024
125th Session of the Committee for Scientific and Technological Policy (CSTP)	M Cele	30 October and 6-8 November 2024
5th ISED-DSTI Joint Committee Meeting on Science, Technology and Innovation	M Cele	19 November 2024
G20 Initiative on Bioeconomy	N Moleleki	24 – 25 February 2025

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.



PART C:
GOVERNANCE

1. INTRODUCTION

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.



2. THE NACI COUNCIL

Table 4: Composition of the NACI Council

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
Mr. Tilson Manyoni	Chairperson from Dec 2022	Dec 2022	–	Masters (MSc.), namely Major Programme Management from the University of Oxford (United Kingdom) and Project Management from the University of Southern Queensland (Australia). Bachelor of Technology in Industrial Engineering and Post Graduate Diploma in Information Management from the University of Johannesburg (South Africa).	Male, African	Business, Manufacturing, and Technology Private sectors.			5
Dr. M Cele	CEO	Sep 2018	–	PhD in Higher Education Studies and an MPhil in Science and Technology Studies	Male, African	Science, Technology and Innovation (STI) policy, and higher education policy research			5
Ms B Arendse	Council Member	Dec 2022	–	GIBS Business School (Gordon Institute of Business Science) Social Enterprise Programme, Social Entrepreneurship (2017 - 2017) University of Pretoria/Universiteit van Pretoria BMus Honours, Music Communication (2015 - 2015) Tshwane University of Technology National Diploma Light Music (Jazz), Jazz/Jazz Studies (1990 - 1992)	Female, White	Social Innovation Specialist, Human Capacity Development, Social Entrepreneur, Creative Industries Expert			4

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
				Graduate School of Business - University of Cape Town Mphil (Inclusive Innovation) (2020)					
Ms M Chinyolo	Council Member	June 2024	–	Master of Science - International Relations and Global Business (Joint MBA/MA International Relations) Howard University, Washington DC Master of Arts - Economics Development Economics Bachelor of Business Administration – International Business Graduate Certificate International Studies - Economics		Master of Science - International Relations and Global Business			4
Mr N Davids	Council Member	June 2024	–	CA(SA) – first time boarded passes • Bachelor of Account Science Honours Degree (BCompt), University of South Africa (completed) • Bachelor of Commerce Degree, University of Cape Town, South Africa (completed) • National Senior Certificate (Matric),	Male, Coloured	Corporate Finance M&A Specialist Due Diligence Specialist Strategy Development New Business Development Specialist			2

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
				Livingstone Senior Secondary School, South Africa (completed)					
Dr. T Dlamini	Council Member	Sept. 2018	–	BSc Chemistry: University of the Witwatersrand (WITS) BSc (Hons) Chemistry: WITS Ph.D. Chemistry, Catalysis: WITS Master's in Business Leadership (MBL): University of South Africa (UNISA)	Male, African	Materials science Technology and innovation management Strategic thinking	Member of CSIR Board Director of Board of Vumelana Trade 120 Director of Board of Kusile Invest 125 Director of Mavela Consulting Services	Presidential Commission on the 4IR	2
Dr O Franks	Council Member	Dec 2022	–	BSc Engineering (Mechanical), University of Cape Town, 1978 • Masters in Industrial Administration (MIA), University of Cape Town, 1989 • B Honours (Business and Administration), University of Stellenbosch, • Graduate School of Business, 1992 • PhD (Engineering Science), University of South Florida, USA, 2000 • Government	Male, Coloured				4

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
				Certificate of Competency (Mines and Works)					
Dr M Jantjies	Council Member	June 2024	–	PhD in Computer Science from the University of Warwick in the United Kingdom	Female, African	Digital Innovation			3
Prof. B Kana	Council Member	Dec 2022	–	Bachelor of Science (Wits) Bachelor of Science Honours (Wits) Doctor of Philosophy (PhD, Wits)	Male, Indian	Tuberculosis, HIV, diagnostic devices, Quality control in laboratory diagnostics, Innovation in academic environments, antimicrobial resistance, Manufacturing, Strategic Leadership, Post graduate teaching and mentoring	Chair of the GSK Advisory Board for the Open African Program Board member of the Sidney Brenner Institute for Molecular Biosciences Board Member of the HVTN Cape Town Immunology Laboratory Board Member of the Microscopy and Microanalysis Unit	Consultant: Bill and Melinda Gates Research Institute (Cambridge, USA) Research representative to the BRICS Network for TB (appointed through a nomination process by the South Africa TB research community) – Focus on International Strategy and Cooperation Consultant: South African Medical Research Council – Focus on National TB Strategy Served on the Covid-19 Research Task Group convened by the Department of Science and Innovation and SAMRC Community of Practice Forum on use	2

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
								of BCG for Covid-19 High-Level Working on Access and Affordability of Diagnostics South Africa- South Korea working round table on production of diagnostics National Corona virus variants consortium. Covid-19 SAMRC Wastewater surveillance working group (Focus on establishing wastewater surveillance in HDIs) Academic Covid Testing Coordinating Steering Committee (ACoR) Working group for New TB Drugs – Global Alliance for TB	
Ms. I Karg	Officer of the DTIC	Sept. 2018	–	BCom Economics School of Government: Presidential Strategic Leadership Development Portfolio: Executive Development Programme	Female, White	4IR and related issues Skills, technologies, advanced manufacturing, strategies, etc. Government plans: National Development Plan (NDP), Medium-Term Strategic Framework, Medium-Term Budget Policy Statements and Industrial Policy Action	Board member and Co-chair for Intsimbi Future Production Technologies Initiative (PPP)	**Local** Member of Ministerial Task Team (MTT) Department of Higher Education and Training (DHET): Post-School Education and Training System on 4IR Council member: NACI Council and ExCo member MTT DTPS:	5

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
						Plan Strategic planning and thinking Governance and ethics Financing of programmes Budget, expenditure, and cash flow National budget preparation Feasibility studies: funding models Editing and publishing financial and economic data Legal: compliance and regulation Public Finance Management Act and Treasury regulations Policy formulation and development Performance management		Presidential Commission on the 4IR Steering Committee member: Industrial Development Think Tank with Centre for Competition Regulation and Economic Development (UJ) Implementation / Working Committee member: Human Resources Development Strategy Review and Co-chair for 4IR Skills and Training Task team member for the Digital Skills Strategy of South Africa Judge: Factory of the Year Competition **International** Chairperson (2018/19) Rotating Chair as presiding BRICS country Member of Advisory Committee: BRICS Partnership on New Industrial Revolution (Founding member of International 4IR Workgroup) Steering Committee Member: SA-EU Dialogue Facility BRICS Business Council Member of Manufacturing	

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
								Workstream World Economic Forum (WEF) member: Shaping the Future of Advanced Manufacturing and Production, Global Community Group WEF Africa participant AU: 4IR participant Member of Commonwealth Digital Connectivity Working Group	
Ms. Funeka Khumalo	Council Member	Jan. 2021	–	Master of Business Administration (GIBS) Bsc, Chemistry (UCT) Project Management Professional (PMI) International Executive Development Program (GIBS) Certified Director (IoDSA)	Female, African	Business Management Project Management Innovation Governance and Strategy Food and Beverage Manufacturing Chemicals Manufacturing Nuclear Fuel Manufacturing	Kevali Chemical Group Food Bev SETA NRF	Private Sector Engagement Subcommittee	3
Prof V Linkov	Council Member	June 2024	–	Stellenbosch University (PhD) Moscow State University MSc Chemistry, Stellenbosch University (PhD) Polymer Science	Male, White	Material Science Fuel Cells Green Hydrogen Batteries Project Management	Board Member and Vice President: International Association for Hydrogen Energy (IAHE)		4
Mr D Maharajh	Council Member	June 2024	–	Gordon Institute of Business Science Master of Business Administration (MBA), 2020 Gordon Institute of	Male, Indian	Leadership Renewable Energy Stakeholder Management Funding & Budget			3

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
				(MBA), 2020 Gordon Institute of Business Science Postgraduate Diploma in General Management (PGDip. GM), 2020 Stellenbosch University Master of Science in Engineering: Bioprocess (MSc.Eng. Cum Laude), 2009 Durban University of Technology Bachelor of Technology Degree in Biotechnology, 2007		Management Funding & Budget Management Circular Economy Wastewater Strategy Implementation Human Capital Development Strategy Development Creation of new teams Waste management and valorisation Mentorship Project Management Resource Management Research and Development Client Liaison Biotechnology Scientific Thought leadership Research design			
Ms N Maharaj	Council Member	Dec 2022	–	B Proc (UKZN) Bachelor of laws (LLB) (UKZN) Financial accounting for public entities (UNISA) Corporate Governance: (UNISA)	Female, Indian	Legal: Auditing Human resources Business management Corporate governance Transformation and Risk management	Director of Ishana Maharaj Incorporated Board member of (IRBA) Board member of KZN Gaming and Betting Board Board member of the Housing Development Agency Village of Love Ishana Maharaj Inc Heraldry National Council Allied Health Professions Council Overberg Water Board Gauteng Gambling Board Mental Health Review	Enforcement committee of the films and publication board Loss committee chairperson of NDA Audit committee of SAWS Independent member of the legislation adjudication and transformation CSOS	4

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
							Board South African Veterinary Council PanSALB Mangosuthu University of Technology Nursing Council of Western Cape		
Dr. Charity Mbileni-Morema	Council Member	Jan. 2021	–	Ph.D. in Chemistry: (WITS) MBA: Heriot-Watt University, Scotland	Female, African	Innovation Technology development Chemistry Renewable energy strategy development Enterprise development	Member of NACI Council Deputy Chairperson of the Central University of Technology (CUT) Chairperson of the Remuneration Committee: CUT Council Member of the Planning, Finance, Resources Committee: CUT Council Board Member of CUTis (Pty) Ltd		4
Mr J Mixon	Council Member	June 2024	–	Chartered Accountant, CA (SA) (since 2010) and CIMA (since 2012) Bachelor of Accounting Honours (CTA): University of South Africa, 2007 Honours Financial Management: University of Johannesburg, 2005 Bachelor of Commerce (Accounting): University of Johannesburg, 2005 Senior Certificate [with Distinction]: Cambridge College, 2001	Male, Coloured	Finance and investment			3

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
Prof L Morris	Council Member	Dec 2022	–	BSc (Hons) (Wits) DPhil (Oxon) FRSSA FAAS MASSAf TWAS	Female, White	Vaccines Communicable Diseases Research & Innovation	Chair of the Wits Commercial Enterprise (WCE) Member of Board of Wits Health Consortium (WHC) Vice-Chair of the Poliomyelitis Research Foundation (PRF) Board	Deputy Vice Chancellor and Executive Management of the University of the Witwatersrand (Wits) Executive Committee Member of CAPRISA Member of the Academy of Science of South Africa (ASSAf) Fellow of the African Academy of Sciences (AAS) Member of the Scientific Advisory Board of the Consortia for HIV/AIDS Vaccine Development (CHAVD) Fellow of The World Academy of Sciences (TWAS) Fellow of the Royal Society of South Africa (RSSAf) Fellow of the African Academy of Sciences (AAS) Member of the World Health Organization (WHO) Technical Advisory Group for Emergency Use Listing (TAGEUL) (COVID Vaccines) Trustee of Philip V Tobias Educational Bursary Member of the Wits-Edinburgh Sustainable	5

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
								African Futures (WESAF) Advisory Board Member of The African Research Universities Alliance (ARUA) IBM Research Africa Advisory Committee Member of South Africa's Research Lab	
Mr D Ndima	Council Member	Dec 2022	–	PhD Candidate Biotechnology (Bioentrepreneurship & Bioeconomy) MSc – Structural Biology (Protein Crystallography) BSc (Honours) – Biotechnology BSc Biotechnology BSc Medical Biosciences	Male, African	Bioinnovation strategies, Bioentrepreneurship, Biomanufacturing & Regulations, Healthcare AI Healthcare Consulting	Non-Executive Director: Pop Soda Beverages (Pty) Ltd Director & Boardmember: Capebio Technologies Non-Executive Director: Richnovex (Pty) Ltd Non-Executive Director: BIONTIFIC (Pty) Ltd Non-Executive Director: Chaperone Scientific (Pty) Ltd	NACI Subcommittee Chair: Resourcing and Recapacitating of Secretariat	5
Prof F Nelwamondo	Council Members	Aug 2021	–	Ph.D. (Electrical Engineering)	Male, African	Electrical Engineering Artificial Intelligence Information Security Mathematical Modelling Data Science	SALT (Pty) Ltd Other committees or task teams Governing Board Member: Global Research Council Belmont Forum of Funders; Council Member: CHE Council Member: South African Institute of Electrical Engineers COHORT		2
Dr N Ngwenya	Council Member	June 2024	–	Doctor of Philosophy in Science	Female, African	Climate Change, Sustainability and Environmental, Social and Governance (ESG)		KwaZulu Natal Climate Change Council	3
Dr A Vahed	Council Member	Dec 2022		PhD (Computer Science – Artificial	Male, Coloured	Data Science Data Management	National Institute for Theoretical and	South African CODATA Committee	1

Name	Designation in terms of Council structure	Date appointed	Date resigned	Qualifications	Equity information	Area of expertise	Board directorships	Other committees or task teams	Number of meetings attended (2024/25)
			–	Intelligence)		Big Data Artificial Intelligence Machine Learning	Computational Sciences (NITheCS) Advisory Committee African Open Science Platform (AOSP) Advisory Board	US National Institute of Standards and Technology (NIST) Big Data Committee; Research Data Alliance (RDA) Artificial Intelligence Working Group Global Open Science Cloud (GOSC) Technical Infrastructure Group	

3. 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 5: ExCo meeting attendance (2024/25)

ExCo member	Meetings attended				
	15/05/2024	28/08/2024	05/11/2024	06/03/2025	Number of meetings attended
Mr T Manyoni (Chairperson)	√	√	√	√	4
Dr M Cele (CEO)	√	√	√	√	4
Ms I Karg	√	√	√	√	4
Ms F Khumalo	√		√	√	3
Dr O Franks	√		√	√	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 2025, the staff establishment of the Secretariat was 15, with 13 positions filled. There are five Senior Management Service members and four technical employees at the deputy director level. Two people were employed on fixed-term contracts to assist the team with the workload.

The performance of its workforce is managed through the Performance Management and Development System policy that governs timelines and processes of performance contracting, review, assessment and performance incentives. Secondly, in line with the Learning and Development Policy, its workforce craft personal development plans during performance contracting and identify addition development needs during performance reviews to inform relevant development interventions that they implement towards effective performance. The Secretariat complied with the Performance Management and Development System, and all employees submitted their performance agreements and assessments. For the reporting period, project management training, Advanced Microsoft Excel training and Reorientation into the Public Service Workshop we offered to a targeted number of NACI employees.

The employee health and wellness policies were reviewed and approved which includes the HIV/AIDS and TB management, Health and Productivity Management policies as well as the Policy on Smoking. Additionally, the Wellness Management, Bereavement and Injury on Duty Policies were under review and in the consultation phase.

In alignment with the Employment Equity Plan, NACI continued to promote transformation and inclusivity in the 2024/25 financial year, with four women represented at the Senior Management Service level, however there are no employees with disclosed disabilities. Several key initiatives have been implemented to promote diversity and inclusion within employees. NACI supported staff wellbeing through access to counselling services, quarterly health screenings, and an executive wellness programme. Mental health was a key focus of the targeted interventions implemented to address identified health risks. Activities such as sports day and participation in the walking and running clubs as well as the soccer team has been availed to NACI employees. On occupational health and safety, ventilation and ergonomic assessments were conducted at NACI's new offices. Based on the findings, an awareness session on indoor air quality and ergonomics assessment was provided, reinforcing a safe, healthy, and supportive work environment. NACI employees also engage in key initiatives to promote gender, diversity and transformation through the Heritage Day commemoration, women and men's day events as well as Women in Management meeting held with middle and senior managers.

Human Resources aims to support employee wellbeing, by offering a comprehensive suite of health and wellness services, encompassing psychosocial support, health screenings, and executive wellness programme. Employees will be also provided with wellness education and initiatives aimed at promoting physical fitness. To monitor the implementation of both ergonomic and ventilation assessments recommendations, along with quarterly inspections. To conduct the Hazardous Biological Agent and Illumination survey to ensure a safe and healthy working environment. The Employment Equity Plan will be reviewed to set goals and targets in alignment with the new sector targets. Diversity and inclusion initiatives will be implemented to enhance a culture that is inclusive.

The developed Workplace Skills Plan and Human Resource Development Implementation Plan for

the upcoming period will articulate among others the human resource development interventions that will cater for the career development needs of NACI staff, create opportunities for graduate workplace exposure and upskilling for effective performance. The Performance Management and Development System policy will be reviewed to incorporate new processes of performance contracting, review and assessments at NACI.

Funds will be identified through finance to fill key vacant positions that have been prioritised for filling. The prioritisation will take into consideration key policy positions. The department will fast track the implementation of identified strategies to create a harmonious working environment this include conducting workshops on the public sector code of conduct.

2. HUMAN RESOURCE OVERSIGHT STATISTICS

2.1 Personnel related expenditure

Personnel cost by programme/activity/objective

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	21 703	13 923	64%	13	1 071

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 (L15-16)	1 526.69	11%	1	1526.69
Senior Management (L13-14)	6 106.76	44%	4	1526.69
Professional qualified (L9-12)	4 764.95	34%	5	952.99
Skilled (L6-8)	1 524.42	11%	3	508.14
Semi-skilled (L3-5)	-	0%	0	0
Unskilled (L1-2)	-	0%	0	0
TOTAL	**13 922.82**	**100%**	**13**	1070.986154

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				
Top Management (L15-16)	1	0	1	0	0	0	0	0%
Senior Management (L13-14)	4	1	4	0	R28 218	0	0,0007%	0%
Professional qualified (L9-12)	5	1	5	0	R14 358	0	0,0004%	0%
Skilled (L6-8)	3	2	3	0	R10 935	0	0,0003%	0%
Semi-skilled (L3-5)	-	-	-	-	-	-	-	-
Unskilled (L1-2)	-	-	-	-	-	-	-	-
TOTAL	**13**	**4**	**13**	**0**	**R53 511**	**0**	**0,001%**	**0%**

Training costs

Programme/activity/objective	Personnel expenditure (R'000)	Training expenditure (R'000)	Training expenditure as a % of personnel costs	No. of employees trained	Average training cost per employee
National Advisory Council on Innovation (NACI)	R14 584 582.31	R34 680.00	0.23%	3	R11 560.00

Employment and vacancies

Programme/activity/objective	2024/2025 No. of Employees	2024/2025 Approved Posts	2024/2025 No. of Employees	2024/2025 Vacancies	% of vacancies
Top Management	1		1	0	0
Senior Management	4		4	0	0
Professional qualified	5		5	0	0
Skilled	3		3	0	0
Semi-skilled	0		0	0	0
Unskilled	0		0	0	0
TOTAL	**13**		**13**	**0**	**0**

Employment changes

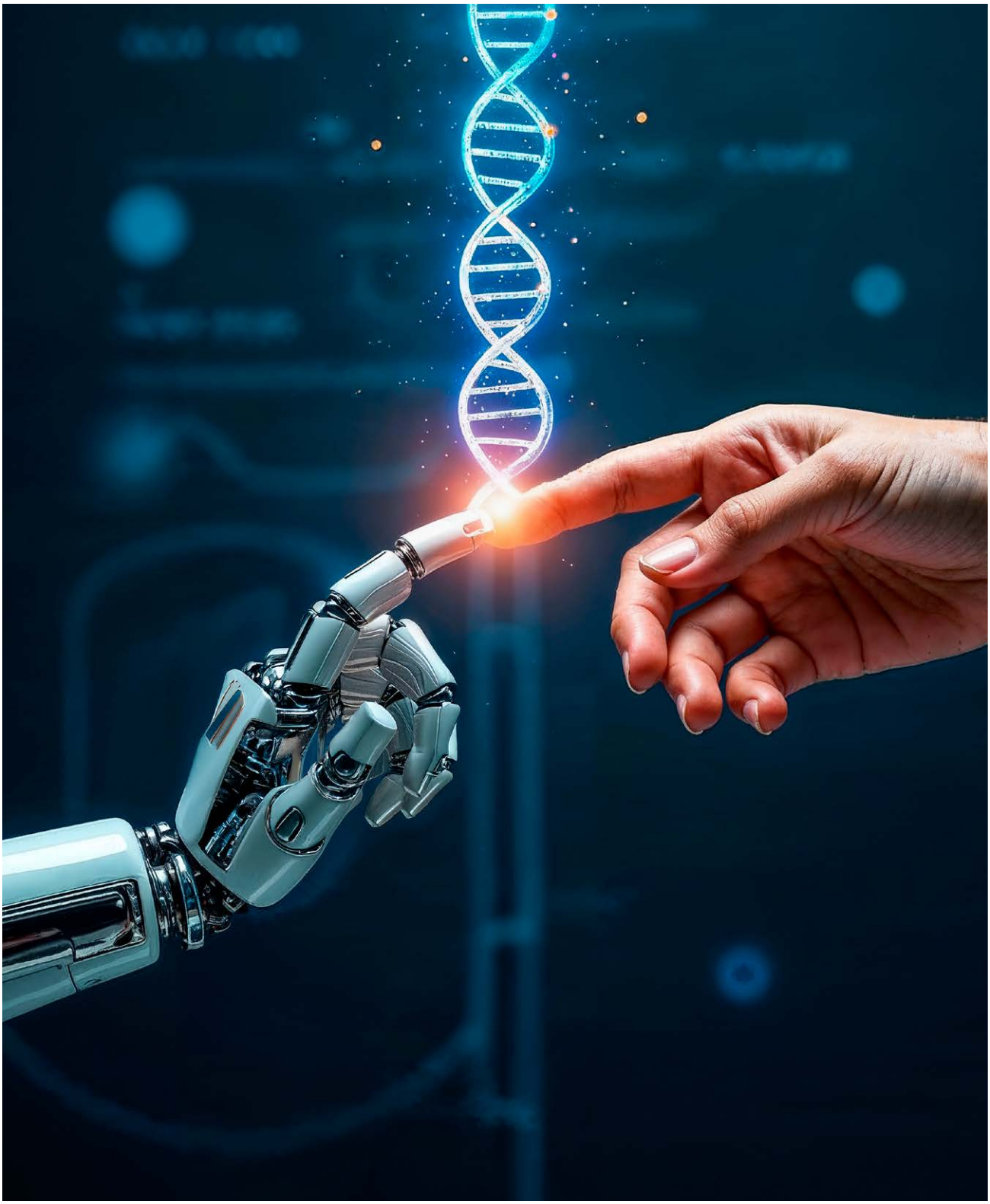
Salary band	Employment at beginning of 1 April 2024	Appointments	Terminations	Employment at end of 31 March 2025
Top Management	1	0	0	1
Senior Management	4	0	0	4
Professional qualified	5	0	0	5
Skilled	3	0	0	3
Semi-skilled	0	0	0	0
Unskilled	0	0	0	0
Total	**13**	**0**	**0**	**13**

Reasons for staff leaving

Reason	Number	% of total number 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	0
Final written warning	0
Dismissal	0



Equity Target and Employment Equity Status

The Employment Equity targets for NACI are incorporated with the EE Plan of the Department of Science and Technology and Innovation as the entity is part of its establishment. Therefore, there are no specific targets for NACI. There current profile for NACI indicates a gender balance even at senior and middle management, however there's a need for a racially diverse team as currently all employees are African. There are no employees with disabilities.. Therefore, the recruitment should also target Persons with Disabilities, Coloureds and Whites.

LEVEL	MALE							
	AFRICAN		COLOURED		INDIAN		WHITE	
	CURRENT	TARGET	CURRENT	TARGET	CURRENT	TARGET	CURRENT	TARGET
Top Management	1	0	0	-	0	-	0	-
Senior Management	2	0	0	-	0	-	0	-
Professional qualified	2	0	0	-	0	-	0	-
Skilled	1	0	0	-	0	-	0	-
Semi-skilled	0	0	0	-	0	-	0	-
Unskilled	0	0	0	-	0	-	0	-
TOTAL	6	0	0	-	0	-	0	-

LEVEL	FEMALE							
	AFRICAN		COLOURED		INDIAN		WHITE	
	CURRENT	TARGET	CURRENT	TARGET	CURRENT	TARGET	CURRENT	TARGET
Top Management	0	-	0	-	0	-	0	-
Senior Management	2	-	0	-	0	-	0	-
Professional qualified	3	-	0	-	0	-	0	-
Skilled	2	-	0	-	0	0	0	-
Semi-skilled	0	-	0	-	0	0	0	-
Unskilled	0	-	0	-	0	0	0	-
TOTAL	7	-	0	-	0	0	0	-

LEVELS	PEOPLE LIVING WITH DISABILITIES			
	MALE		FEMALE	
	CURRENT	TARGET	CURRENT	TARGET
Top Management	0	0	0	0
Senior Management	0	0	0	0
Professionally qualified employees	0	0	0	0
Skilled employees	0	0	0	0
Semi-skilled employees	0	0	0	0
Unskilled employees	0	0	0	0
TOTAL	**0**	**0**	**0**	**0**



PART E:
FINANCIAL INFORMATION

1. REPORT OF THE EXTERNAL AUDITOR

NACI is audited by the Auditor General as part of the Department of Science, Technology and Innovation.

2. ANNUAL FINANCIAL STATEMENTS

NACI's allocated budget for 2024/25 was R19, 48 million, including the compensation of employees. The total expenditure on goods and services from the annual budget was R7 119 million, which was higher than the original budget, due to the remuneration for the fixed-term employment contracts.

Table 17: Financial performance in the 2024/25 financial year

Description	Budget 2024/25	Commitments	Quarterly target and actual expenditure		Available budget at end of March 2025
			Quarter 4 March 2025		
			Forecast	Actual	
	R'000	R'000	R'000	R'000	R'000
Compensation of employees	14 654	-	14 654	14 585	69
Goods and services	7 144	3 093	7 144	7 119	25
Households	-	-	-	-	-
Payment for financial assets	-	-	-	-	-
Total	**21 798**	**3 093**	**21 798**	**21 704**	**94**

NACI Secretariat

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science, technology & innovation

Department:
Science, Technology and Innovation
REPUBLIC OF SOUTH AFRICA

NATIONAL ADVISORY COUNCIL ON INNOVATION