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DEPARTMENT'S GENERAL INFORMATION



1. DEPARTMENT'S GENERAL INFORMATION

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2. LIST OF ABBREVIATIONS/ACRONYMS

AGSA	Auditor General of South Africa
MEC	Member of Executive Council
BBBEE	Broad Based Black Economic Empowerment
HOD	Head of Department
CFO	Chief Financial Officer
CoE	Compensation of Employees
PPP	Public Private Partnerships
PFMA	Public Finance Management Act
TR	Treasury Regulations
DHS	Department of Human Settlements
MTEF	Medium Term Expenditure Framework
SMME	Small Medium and Micro Enterprises
SCM	Supply Chain Management
PMC	Provincial Management Committee
PMU	Project Management Unit
MEGA	Mpumalanga Economic Growth Agency
IDPs	Integrated Development Plans
IRDP	Integrated Residential Development Programme
HSDG	Human Settlements Development Grant
CRDP	Comprehensive Rural Development Programme
PHP	Peoples Housing Process
SMS	Senior Management Service
SITA	State Information Technology Agency
SDF	Spatial Development Framework
MSIHS	Master Plan on Sustainable Integrated Human Settlement
UISP	Upgrading of Informal Settlements Programme

3. FOREWORD BY THE MEC



MEC: Ms. Violet Siwela

The South African Constitution (Act no 108 of 1996) mandates the Department of Human Settlements to provide adequate housing and integrated human settlements. Section 26 of the Constitution emphasizes the centrality of the Department in coordinating the development of sustainable integrated human settlements. The Department is well positioned to facilitate coordinated planning towards the realisation of progressive development. The 2014/15 Annual Report gives an account of the Department's performance as directed by its Strategic and Annual Performance Plans.

At the beginning of the financial year, comprehensive plans and deliverables were set in the quest to deliver quality services to our communities. During the year under review endeavours to realise sustainable projects for an integrated human settlements gained momentum. This presentation reflects on the Department's showing through recorded milestones,

challenges, and ultimately the medium to long term goals in the ensuing years to ensure fulfilment of our mandate.

During this financial year, major infrastructure projects including water and sanitation, particularly at fast growing towns were informed by the provisions of the Human Settlements Master Plan. The plan is in line with the country's development blue-print - National Development Plan (NDP) – which guides future human settlements development. The NDP diagnosed the country's apartheid spatial development geography which continued to settle people along racial lines – a trend we continued to undercut.

As a Department, it remained our resolve to reverse the legacy of the democratic apartheid regime and legislations that enveloped the country for a number of years. We can say with confidence that great strides were made during the course of the financial year 2014/15. A total of 8 293 housing units were delivered and 7 000 households afforded with access to basic services. This total is inclusive of 331 units delivered under Rental accommodation. Therefore, a total of 15 293 (8 293 units plus 7 000 sites) housing opportunities were delivered against a target of 7 755 units and 3200 sites for the year under review.

Throughout the journey, we managed to issue 8 169 Title Deeds to beneficiaries for full ownership to property in various locations within the Province. Equally remarkable were endeavours made to stabilise relations between landlords and tenants by resolving 226 rental disputes. This year marked the end of the first five years of the broadened mandate, hence out of the period a lot of lessons were learnt and experience accumulated. In dealing with the three social ills of poverty, unemployment and inequality, 10 963 jobs were created.

Let me commend the contribution made by our stakeholders within the human settlements value chain. My appreciation goes to the Portfolio Committee on Human Settlements, Co-operative Governance and Traditional Affairs for its guidance and oversight role. The leadership shown by the Accounting Officer, his management team and the entire personnel is priceless.

"Together – Delivering Integrated Human Settlements"

MS VS SIWELA (MPL)
MEC: HUMAN SETTLEMENTS

4. REPORT OF THE ACCOUNTING OFFICER



HOD: Mr. Kebone Masange

4.1 Submission of Information

It is a great honour for me to submit the 2014/15 Annual Report for the Department of Human Settlements in terms of the Public Finance Management Act, Section 40 (1)(d) 1999.

4.2 Information on the Department

The Department has been mandated to facilitate the delivery of human settlements in an integrated sustainable manner. The 2014/15 Financial Year marked the beginning of the new term of office of the 5th democratic dispensation of the government of the Republic of South Africa.

During the period, the delivery on the upgrading of informal settlements, identification of well-located land for human settlements development,

provision of accommodation for people within the gap market, and the provision of basic services to households remained central.

Realising the set targets, the Department had to overcome some staid impediments which needed consideration. In our engagement with stakeholders through various platforms, it became noticeable that the delivery of quality projects and attending to obstinate challenges presented a sense of hope to restore confidence to the seeming restless public – at times.

The period witnessed concerted efforts in sound project management, quality services, and targeting needy beneficiaries during the allocation of housing units – off course being aided by municipalities. The verification of beneficiaries and intense community involvement assisted in the identification of deserving beneficiaries. Much as there has been great improvement in that regard, we are mindful that there is still room for improvement. In keeping with the continuous improvement concept, the Department ensured the implementation of findings by the Auditor General, Legislature and other oversight bodies.

Pushing to deliver on set targets, the Department battered heavy storms and overpowered turbulent seas. To this end, a total of 8 293 housing units were realised through various intervention programmes whilst other programmes equally delivered. Amongst the top highlights for the year was the launch of the Women in Construction Programme where 30% of the department's budget, over three years, went to women contractors to enable them to take part in the main stream economy. Also worth reflecting on was the success in the initiation of mega BNG projects and delivery of rental stock intervention.

Given this performance, it is clear that the period was better journeyed, notwithstanding encountered challenges. My gratitude goes to all role players who made immense efforts towards our quest for the realisation of integrated sustainable human settlements.

5. OVERVIEW OF THE FINANCIAL RESULTS OF THE DEPARTMENT

5.1 Departmental Receipts

Departmental receipts	2014/2015			2013/2014		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Sale of goods and services other than capital assets	108	111	(3)	89	103	(14)
Interest, dividends and rent on land	1 620	3 714	(2 094)	1 476	1 956	(480)
Sale of capital assets		391	(391)	39	62	(23)
Financial transactions in assets and liabilities	198	432	(234)	836	1 430	(594)
Total	1 926	4 648	(2 722)	2 440	3 551	(1 111)

The Department has over collected for the 2014/2015 financial year by an amount of **R 2.722 million** which equates to 125.8% of the revenue estimate. Improved debt recovery rate and interest earned more than anticipated contributed to the over collection.

The Department does not have Departmental specific tariffs. All tariffs charged by the Department during the financial year under review were determined by National Treasury which include amongst other commission on insurance and garnishee orders.

The Department has received an amount of **R 0.391 million** from the sale of ageing state owned vehicles through auction and this amount has been accounted for under Sale of Capital Assets.

5.2 Programme Expenditure

The Department was allocated a budget of **R 1.380 billion** during the 2014/15 financial year as compared to **R 1.343 billion** for 2013/14 financial year. The Departmental budget increased by **R 493 million** during budget adjustment resulting in a total budget of **R 1.873 billion**.

The increase of budget during the 2014/15 adjustment appropriation was as a result of the following:

Description	Amount R'000	Programme
Surrender for COE	(10 996)	All Programmes
Roll over Funds from 2013/14	123 768	All Programmes
Additional funding for bulk infrastructure water and sanitation	273 000	Housing Needs. Research and Planning
Second Adjustment	106 800	Housing Development
TOTAL	492 572	

The Department's final budget appropriation of **R 1.873 billion** increased by **R 493 million** or 26.3% compared to the previous financial year's budget of **R 1.343 billion**. The Department spent **R 1.757 billion** or 93.8% of the total budget as at 31 March 2015 compared to **R 1.219 billion** or 90.8% of the previous financial year (2013/14) and under spent by **R 115.976 million** which constitutes 6.2% of the total budget for the year.

The above Departmental spending of 93.8% increased by 3% compared to 90.8% for previous financial year (2013/14). The table below is the summary of expenditure per programme for 2014/15 financial year as well as over or under expenditure per programme for 2013/14 financial year, while the details are disclosed in the Appropriation Statement.

Departmental Summary	2014/2015			2013/2014		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	123 463	123 717	(254)	111 759	110 514	1 245
Housing Needs, Research and Planning	328 180	319 432	8748	51 850	40 527	11 323
Housing Development, Implementation	1 417 785	1 310 603	107 182	1 174 824	1 063 693	111 131
Housing Asset Management	3 651	3 651	0	4 261	4 261	0
Total	1 873 079	1 757 403	115 676	1 342 694	1 218 995	123 699

The Department received an additional funding (R106 million) during the second adjustment at the end of March 2015. The unspent amount of **R 115.676 million** has been surrendered to the Provincial Revenue Fund and Roll Over application has been submitted to that effect in accordance with the Public Finance Management Act and its Regulations.

5.3 Virements/Roll Overs

The following virements were made after the 2014/15 budget adjustment appropriation

TRANSFER FROM	TRANSFER TO	AMOUNT
		R'000
Housing Needs, Research and Planning	Administration	3 666
Housing Needs, Research and Planning	Housing Development	1 732

5.4 Funds to be Rolled-Over to the 2015/16 Financial Year

An application to roll-over unspent funds amounting to **R 106.8 million** from the 2014/15 financial year to the 2015/16 year in terms of the Treasury Regulations 6.4.1(a) and (b) has been made.

5.5 Unauthorised, Irregular, Fruitless and Wasteful Expenditure

The Department incurred no unauthorised, irregular, fruitless and wasteful expenditure for the year under review.

5.6 Future Plans of the Department

The Department plans to develop a turnaround strategy to improve the delivery of Integrated Human Settlements and eradication of informal settlements, this includes amongst others the realignment of the organisational structure.

5.7 Capacity Constraints

The Department is still faced with the challenge of inadequate technical professionals in the built environment and the vacant positions in most of senior management level

5.8 Public Private Partnerships (PPP)

The Department did not enter into any PPP during the financial year under review.

5.9 Discontinued Activities/Activities to be discontinued

No activities were discontinued for the year under review and we are planning to capacitate the Department in the area of Project Management Unit to be an in-house function.

5.10 New/ Proposed Activities

There were no new activities undertaken by the Department during the financial year under review. The Department is planning to introduce a Compliance Monitoring Unit that will be evaluating the levels of compliance to laws, regulations and internal controls.

5.11 Supply Chain Management

The Department had a functional Supply Chain Management (SCM) Unit during the financial year. The following committees were established to execute SCM functions as per the prescripts;

- Bid Specification Committee;
- Bid Evaluation Committee;
- Bid Adjudication Committee; and
- Finance Committee.

5.12 Gifts, Donations Received in kind from Non Related Parties

There were no donations received by the Department during the financial year under review.

5.13 Exemptions and Deviations Received from the National Treasury

There were no exemptions and deviations received from the National Treasury.

5.14 Events after the Reporting Date

There are no events after the reporting date (adjusting and non-adjusting), favourable and unfavourable that occurred after the reporting date and the date of approval of the Annual Financial Statements.

5.15 Corporate Governance Arrangements

The Department conducted a Risk Assessment workshop during the reporting period which was used to develop the 2014/15 Internal Audit Operational Plans. The Shared Audit Committee approved the 2014/15 Internal Audit Operational plans during the year. The Shared Audit Committee also reviewed the internal audit reports submitted by the Shared Internal Audit unit and the Annual Financial Statements for 2014/15 financial

year before the submission to the Provincial Treasury and the Auditor General. Departmental Senior Managers submitted their financial disclosures to the Public Service Commission through the Executive Authority.

5.16 Asset Management

The Department has ensured that all movable, immovable, major and minor assets are included in the asset register. The Department further ensured that the assets register complies with the minimum requirements of the asset register as per the Asset Management Framework issued by the National Treasury.

5.17 Performance Information

The established Planning and Programme Management Directorate reporting to the Corporate Services Chief Directorate coordinates strategic planning sessions out of which programmes derive their purposes, objectives and measures over the MTEF period. It is then detailed in the Annual Performance (APP) and Operational Plans (Ops) which give quarterly targets. On a monthly basis Programmes report on achievements based on the OPS plan objectives. The Directorate evaluates implementation through the Monitoring and Evaluation Sub-Directorate.

5.18 SCOPA Resolutions

There were no SCOPA resolutions taken on the 2013/14 Annual Report.

5.19 Prior Modifications to Audit Reports

Refer to Part C of the Annual Report.

5.20 Improvement in Financial Management

There has been improvement in implementing and complying with the PFMA during the year of reporting. The monthly In-Year Monitoring (IYM) reports were submitted timeously to the Provincial Treasury and Executive Authority.

5.21 Acknowledgement and Appreciation

Given this showing, it is clear that the 2014/15 period was a better period albeit challenges experienced. My appreciation goes to the Executive Authority, oversight bodies, Staff members of the Department and all those who made inputs towards the delivery of sustainable integrated human settlements.



MR K MASANGE
HEAD OF DEPARTMENT

DATE: 11/08/2015

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

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

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

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

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

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

The Accounting Officer is responsible for the preparation of the Annual Financial Statements and for the judgements made in this information.

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

The external auditors are engaged to express an independent opinion on the Annual Financial Statements.

In my opinion, the Annual Report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the Department for the financial year ended 31 March 2015.

Yours faithfully



MR K MASANGE
HEAD OF DEPARTMENT

DATE: 11/08/2015

7. STRATEGIC OVERVIEW

7.1 Vision

Sustainable integrated human settlements

7.2 Mission

To facilitate the creation of sustainable integrated human settlements

7.3 Values

Accountability;
Performance;
Service Excellence;
Consultation;
Integrity; and
Service Standards

8. LEGISLATIVE AND OTHER MANDATES

The legislative frameworks from which the Department derives its mandate are listed as follows:

Housing Act No. 107 of 1997;

National Housing Code;

Rental Housing Act;

Housing Consumers Protection Measures Act;

Intergovernmental Relations Framework Act, 2005;

Social Housing Act No.16 of 2008;

Deeds Registry Act No 11 of 1996; and

Upgrading of Land Tenure Act No. 34 of 1996.

9. OTHER PRESCRIPTS IN SUPPORT OF HOUSING PROCEDURES

Public Finance Management Act No. 1 of 1999 as amended by Act 29 of 1999;

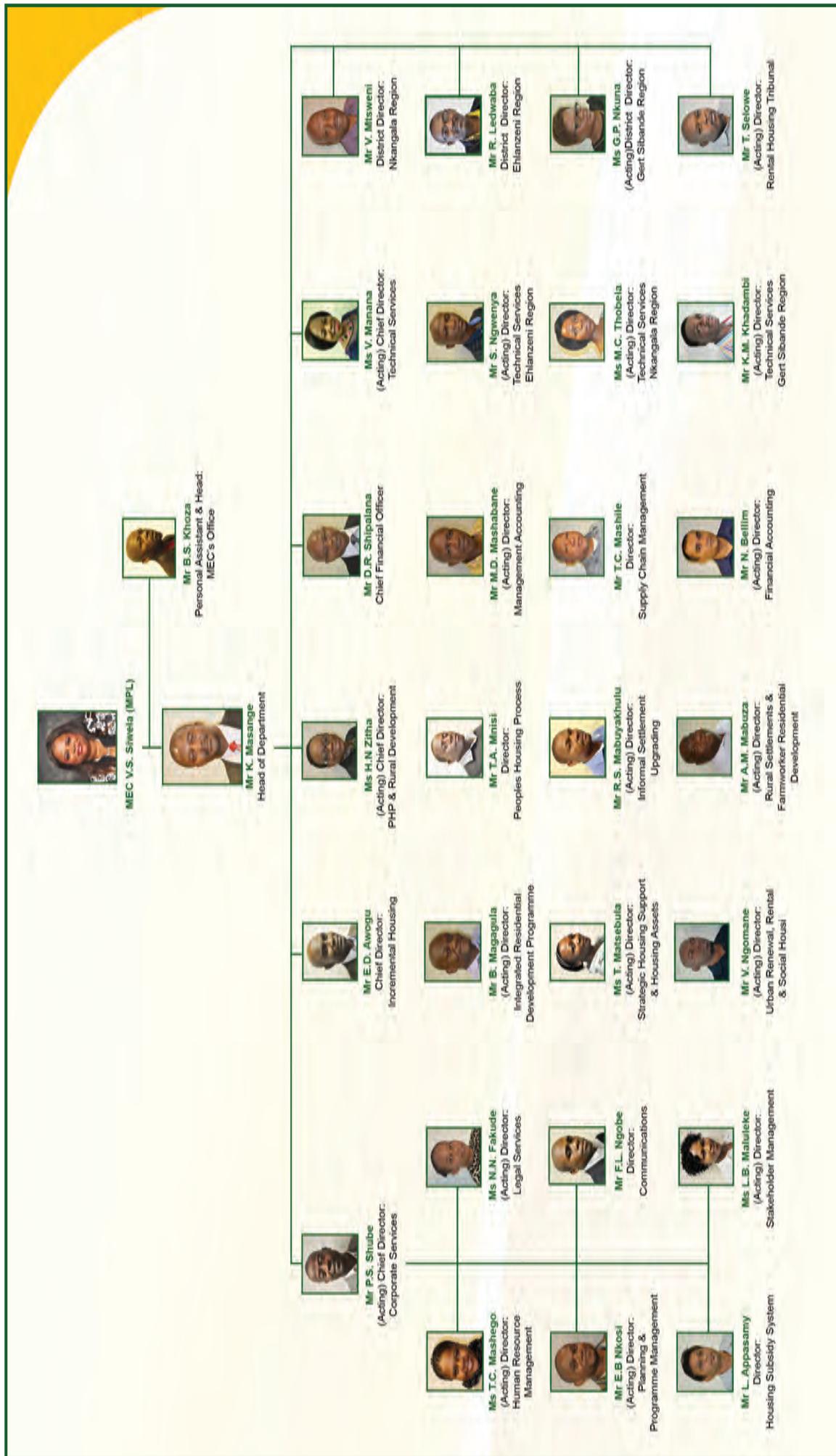
Promotion of Equality and Prevention of Unfair Discrimination Act No. 4 of 2000;

Preferential Procurement Policy Framework Act No.5 of 2000;

Skills Development Act No. 97 of 1998; and

Employment Equity Act No.55 of 1998.

10. ORGANISATIONAL STRUCTURE



11. ENTITIES REPORTING TO THE MEC

The Department does not have entities

PART B

PERFORMANCE INFORMATION



1. AUDITOR GENERAL'S REPORT: PREDETERMINED OBJECTIVES

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

Refer to page 45-48 of the Report of the Auditor General.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

The built environment, in which the Department of Human Settlements operates, is faced with a lot of external dependencies and factors ranging from political, environmental, social, technological, economic issues to legislative framework. In order to achieve its strategic goal of developing sustainable integrated human settlements, the Department must continuously manage and mitigate the risks that are associated with these factors. Moreover, it has to forge strategic partnerships with institutions and role players such as municipalities, financial institutions, regulatory bodies, community organisations and small medium micro enterprises, amongst others.

The Intergovernmental Relations Framework Act of 2005 provides for the establishment of proper structures and institutions to inter-link all spheres of government. In this regard, it is expected of the Department of Human Settlements to forge cooperation and relationships in different government sectors to ensure proper coordination. To this effect, the Department endeavours to work together with these strategic partners in planning and budgeting, executing, monitoring and evaluating its programmes.

The Department, during the year under-review provided households with access to basic services such as water and sanitation, housing opportunities to nearly 15 293 households to both rural and urban communities. In order to restore human dignity the Department issued about 8 169 title deeds to home owners. Through these programmes, secondary benefits such as job and economic empowerment opportunities were also derived.

In 2014/15, the Department, operated where Municipal Spatial Development Framework (SDF) were not aligned to the human settlements concept, Municipal Integrated Development Plan (IDP) were not providing accurate information regarding the status quo of the municipal priorities and the involvement of the community. In addition there was limited buy-in from the private sector/ Banking sector regarding the gap market, and no bulk services installed on allocated land. Another persistent challenge remained the high demand for low income houses which often contributed to community unrests.

To mitigate these circumstances the Department engaged municipalities and sector departments in planning processes through Intergovernmental Fora, Public Private Partnership initiatives, and bilateral engagements with key strategic role players such as financial institutions and the private sector. Furthermore, emphasis was given to proper identification and management of beneficiaries.

2.2 Service Delivery Improvement Plan

Main services and standards

Main services	Beneficiaries	Current/actual standard of service 2013/14	Desired standard of service 2014/15	Actual achievement 2014/15
Provision of informal settlements upgrading	All qualifying beneficiaries in Mpumalanga Province	964 units per annum 5 894 sites serviced per annum	2 425 units per annum 250 sites serviced per annum	2 575 units per annum 3 589 sites serviced per annum
Provision of People Housing Process	All qualifying beneficiaries including 8 CRDP sites namely Mkhondo, Nkomazi, Bushbuckridge, Thembisile Hani, Dr Pixley ka Isaka Seme, Dipaliseng, Chief Albert Luthuli and Dr J.S Moroka Municipalities	847 units per annum	890 units per annum	132 units per annum

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

Current/actual arrangements	Desired arrangements	Actual achievements
Consult organised formations on construction	Hold three stakeholders' forum meetings annually	Five (5) planned and 1 ad-hoc stakeholders' meetings were held
Solicit departmental views via survey and questionnaires	Conduct two customer surveys	Customer surveys were not conducted
Develop a communication strategy to have consultation session with stakeholders 30% stakeholders consulted per quarter	Develop and improve a communication strategy to have consultation session with stakeholders twice per quarter in every district where Human Settlements programmes are operational	Communication Strategy developed.
Equal access to service information in 3 District offices and 2 satellite offices	Improve to 65% stakeholder access to information on services rendered	Access to information on services rendered has improved
Treat all clients with respect and dignity	Treat all clients with respect and dignity	All clients were treated with respect and dignity (No complaints recorded or received)
Telephone calls are answered promptly and politely	Telephone calls will be answered promptly and politely	Telephone calls were answered promptly and politely (No complaints recorded or received)

Current/actual arrangements	Desired arrangements	Actual achievements
Details of location and contact persons on the newsletter	Details of location and contact persons on the newsletter	Details of location and contact persons were published in the Departmental Service Commitment Charter, the Departmental Website and newsletter
Inform stakeholders on the budget utilization quarterly	Inform our stakeholders on the budget utilisation quarterly	The Department forwarded expenditure report to National Department of Human Settlements, Department of Finance (Treasury), the Legislature and the public through publishing of the Annual Report, media and community outreach programmes.
Publish our performance against our targets on annual report	Publish our performance against our targets on annual report	Departmental performance published on the Annual Report
Insufficient information sharing in districts with relevant stakeholders	Improve information sharing on the availability of services and needs by means of print and electronic media in 18 local municipalities four times a month	Departmental newsletters and annual report have been distributed to the 18 local municipalities and 26 radio slots conducted
Evaluate the performance of staff at all levels	Evaluate the performance of staff at all levels quarterly	85% of staff have been assessed on performance
Appraise the quality of the service rendered	Appraise the quality of the service rendered annually	Appraisal conducted by internal audit, NHBRC, National Department of Human Settlements and Office of the Premier
We insist on outputs for every rand allocated to a department	We insist on outputs for every rand allocated to a department	Verification on services rendered is conducted before payments
Ensuring optimal utilisation of internal resources	Ensuring optimal utilization of internal resources	Department rendered services with limited involvement of consulting services
Monitoring of department's spending levels on a monthly basis	Monitoring of department's spending levels on a monthly basis	The spending of the Department was monitored on monthly basis through the In-Year Monitoring reports as per the PFMA
Identifying risks and respond on the departmental budget and expenditure	Identifying risks and responding to them in the departmental budget and expenditure	Risks affecting Departmental Budget and Expenditure were identified and monitored on monthly basis.

Service delivery information tool

Current/actual information tools	Desired information tools	Actual achievements
Approved Service Delivery Improvement Plan	Approved Service Delivery Improvement Plan	Approved Service Delivery Improvement Plan

Complaints mechanism

Current/actual complaints mechanism	Desired complaints mechanism	Actual achievements
Stakeholder Management Office Rental Tribunal District and Satellite Offices	Develop and maintain complaints register	Complaints register developed and maintained

2.3 Organisational environment

During the period under review, there were no organisational or structural changes that occurred; however, vacant Senior Management positions affected the pace of service delivery. A number of officials served under these vacant positions on an acting capacity. This had a knock on effect on posts subsequent levels. Secondly, since the Department uses externally sourced capacity, through the appointment of contractors. It would appear that this aspect had a serious bearing on the performance of the Department.

2.4 Key policy developments and legislative changes

There were neither legislative nor key policy developments by the Department during the period under review.

3. STRATEGIC OUTCOME ORIENTED GOALS

The Department made remarkable improvement towards achieving the set objectives of the financial year compared to its achievements during the 2013/14 financial year. The Department set a target of 7 755 housing units as well as 3 200 serviced sites during the 2014/15 financial year. Out of the set target for the year under review, the Department achieved 8 293 housing units and 7 000 serviced sites. This improved achievement can be attributed to improvements in project planning, project management and financial management areas.

As prescribed in the National Development Plan, the Department prioritised the upgrading of informal settlements during the 2014/15 financial year in a bid to alleviate the plight of informal settlements dwellers in the Province. In this regard, the Department constructed a total of 3 695 housing units under the Informal Settlements programme. Furthermore, a total of 3 589 sites were serviced under the Informal Settlements programme during the year under review.

It is noteworthy to highlight that significant stride was also recorded in the creation of sustainable integrated human settlements through the development of a Comprehensive Human Settlements Development Plan also known as the Human Settlement Master Plan. The strategies and principles promoted by the Master Plan resulted in the creation of new integrated human settlements as well as improvements in the existing integrated human settlements in Klarinet in eMalahleni local municipality, Rockdale in Steve Tshwete local municipality, Tekwane South in Mbombela local municipality, Siyathuthuka in Emakhazeni local municipality, Standerton Ext 8 in Lekwa local municipality amongst others.

In a bid to improve the lives of residents in the rural areas, the Department through the Peoples Housing Process, Rural Housing and Farm Worker Assistance Housing Programmes constructed a total of 2 287 housing units out of a set target of 1 442 housing units.

Due to the fact that inadequate bulk infrastructure services in our municipalities is a major challenge in attaining integrated sustainable human settlements in the Province, the Department provided financial assistance to the tune of R 280 million to Mbombela, eMalahleni, Govan Mbeki, Bushbuckridge and Lekwa local municipalities for bulk water and sewer infrastructure upgrades.

4. PERFORMANCE INFORMATION BY PROGRAMME

4.1 Programme 1: Administration

- **Programme Purpose:** To provide strategic administrative and management support to the Department.
- **List of Sub-Programmes and Strategic Objectives**
- ✓ **Cooperate Services**
 - Improved governance, administration and financial performance of the Department.
- ✓ **Office of the CFO**
 - Improve organisational performance to 100%.

Programme: Administration						
	Strategic objective	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
1	Improve governance, administration and financial performance of the Department	Not applicable (new Strategic objective)	Clean Audit outcome	Unqualified audit	None	None
2	Improve organisational performance to 100%	Not applicable (new Strategic objective)	100%	Organisational performance improved by 100%	None	None

Sub-programme: Chief Financial Officer						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
1	Percentage of invoices/claims paid within 30 days	3 613/ 3 829 or 94% of invoices paid within 30 day	100% invoices paid within 30 days	4 238/4 270 or 99.25% of all invoices received were paid within 30 days.	32/ 4 270 or 0, 75% of invoices received were not paid within 30 days.	Change of banking details by contractors delayed the process Delay due to travel agencies in submitting correct documents
2	Number of Financial Statements submitted (Annual and Interims)	1 x Accurate Annual and 4 x quarterly Financial Statements produced and submitted timely	5	4	4 th quarter interim financial statement was not submitted	National Treasury issued Circular number 3 of 2013/14 directing that Departments are not required to submit the 4th quarter Interim Financial Statements
3	Percentage of bids awarded within validity period (90 Days)	Not applicable (New Indicator)	100%	4 out of 5 or 80%	1 out 5 or 20% Bids not awarded within the validity period	Bids were withdrawn due to change of specifications
4	Number of assets and liabilities management reports	Not applicable (new indicator)	12	12 Assets and Liabilities reports were submitted	None	None

Sub-programme: Corporate Services						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
5	Percentage employment equity status on disability	Not applicable (new indicator)	2 %	8/ 387 or 2%	None	None
6	Percentage equity status of women at SMS level	Not applicable (new indicator)	50%	2/ 12 or 17%	4/12 or 33%	SMS vacancies could not be filled due to Executive Council decision placing a moratorium on appointments
7	Percentage performance assessments	245/377 or 65% of assessments conducted	100%	302/ 387 or 78% assessments conducted	85/ 387 or 22% assessments were not conducted	Non-compliance to deadlines by officials
8	Number of beneficiaries for 2014/15 projects	12 852 beneficiaries	8 000	11 955	3 955	There were amendments of the project list and projects carped over from the previous financial year that resulted in the increase of beneficiaries
COMMUNICATIONS AND IT						
9	Communication Strategy	Communication Strategy developed	Communication Strategy reviewed	Communication Strategy reviewed	None	None

PLANNING AND PROGRAMME MANAGEMENT

10	Number of performance Monitoring reports	Not applicable (new indicator)	5	5	None	None
11	Strategic Plan 2014 -19	Not applicable (new indicator)	5 Year Strategic Plan	5 Year Strategic Plan	None	None
12	Annual Performance Plan	Not applicable (new indicator)	2015/2016 Annual Performance Plan	2015/2016 Annual Performance Plan	None	None

Strategy to overcome areas of under performance

None

Changes to planned targets

None

Linking performance with budgets**Sub-programme expenditure**

Administration	2014/2015			2013/2014		
	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Office of the MEC	6 579	6 533	46	8 047	5 903	2 144
Corporate Services	116 884	117 184	(300)	103 712	104 611	(899)
Total	123 463	123 717	(254)	111 759	110 514	1 245
Economic Classification						
Compensation	75 745	75 699	46	68 414	68 412	2
Goods & Services	39 508	39 508	0	35 329	35 323	6
Transfers and Subsidies	292	292	0	52	52	0
Payment for Capital Assets	7 918	8 218	300	7 952	6 715	1 237
Payment for Financial Assets	0	0	0	12	12	0
Total	123 463	123 717	(254)	111 759	110 514	1 245

4.2 Programme 2: Housing Needs, Research and Planning

Programme Purpose: To facilitate and undertake housing delivery planning

- **List of Sub-Programmes and Strategic objectives**

- ✓ Technical and project management
 - To deliver 100% quality housing units
- ✓ Housing Needs, Research and Planning
 - To eradicate informal settlement by 2019

Programme: Housing Needs, Research and Planning						
	Strategic objective	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
1	Number of quality housing units certified	Not applicable (New Strategic objective)	7 755 units certified	8 293 units certified	538 more units certified	More units were certified due to rollover units from previous financial year

Sub-programme: Quality Control and Inspection Services						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
1	Number of houses certified	Not applicable (new indicator)	7 755 units certified	8 293 units certified	538 more units certified	More units were certified due to rollover units from previous financial year
2	Number of projects enrolled	None	20 units	56 units	36 projects	Some of the projects were carried forward from the previous financial year

Sub-programme: Quality Control and Inspection Services						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
3	Number of municipalities assisted with bulk infrastructure upgrade	3 projects supported with engineering services	5 bulk projects	5 bulk projects	None	None
4	Human Settlements Business plan and revised plan	Not applicable (new indicator)	Human Settlements Business Plan)	Human Settlements Business Plan approved	None	None
5	Master Plan on Integrated Sustainable Human Settlements (MSIHS)	1 Provincial Integrated Sustainable Human Settlements Master Plan completed	Approved MSIHS	Approved MSIHS	None	None

Strategy to overcome areas of under performance

None

Changes to planned targets

None

Linking performance with budgets

Sub-programme expenditure

Housing Needs, Research and Planning	2014/2015			2013/2014		
	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	324 479	315 731	8 748	47 008	36 857	10 151
Planning	1 591	1 591	0	1 871	1 428	443
Policy	656	656	0	1 096	576	520
Needs	0	0	0	0	0	0
Research	1 454	1 454	0	1 875	1 666	209
Total	328 180	319 432	8 748	51 850	40 527	11 323

Economic Classification						
Compensation	29 468	29 468	0	28 309	28 308	1
Goods & Services	5 028	5 028	0	5 340	5 339	1
Transfers and Subsidies Current	273 218	273 217	1	18	18	0
Payment to Capital Assets	20 466	11 719	8747	18 183	6 862	11 321
Total	328 180	319 432	8 748	51 850	40 527	11 323

4.3. Programme 3: Housing Development

Programme Purpose: To provide individual subsidies and housing opportunities to beneficiaries in accordance with the housing policy

- **List of Sub-Programmes and Strategic objectives**

List of Sub-Programmes

- ✓ Financial Intervention
- ✓ Incremental Housing intervention
- ✓ Social and Rental Housing
- ✓ Rural Housing

Strategic Objectives

- To increase access to adequate housing opportunities
- To eradicate informal settlements by 2019

Programme: Housing Development						
	Strategic objective	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
1	To increase access to adequate housing opportunities	Not applicable (New Strategic objective)	7 755 units	8 293 units	538 more units	More units were built due to rollover units from previous financial year
2	To eradicate informal settlements by 2019	Not applicable (New Strategic objective)	10 informal settlements	10 informal settlements upgraded	None	None

PERFORMANCE INDICATORS AND TARGETS
SUB PROGRAMME: FINANCIAL INTERVENTION

Sub-programme: Financial intervention						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
1	Number of subsidies provided through financial intervention programme	Not applicable (new indicator)	235	77 units	-158 units were not delivered	There were difficulties in securing serviced sites for the construction of military veterans houses
Individual Housing Subsidies						
A	Number of Individual Housing Subsidies units, provided,	35	20	70	-50	The over-achievement is due to incomplete units carried over from previous financial year, including the five units from the rectification programme.
Finance Linked Subsidy Programme						
B	Number of Finance Link Individual subsidies provided	2	10	7	-3	Non-availability of qualifying beneficiaries
Military veterans Programme						
C	Number of military veteran assisted with housing	Not applicable (new indicator)	205	None	-205	There was difficulty in securing serviced sites for the construction of houses for Military Veterans.
Social Economic Facilities						
D	Number Social Economic Facilities completed	2 facilities completed	4	2	-2	There were changes in the original plan due to budgetary constraints and the other commenced late at Steve Tshwete

Housing Chapters						
E	Number Housing Chapters completed	18	18 Housing Chapters reviewed	11 housing chapters reviewed	7 Housing Chapters not reviewed	Lack of capacity in municipalities
Municipalities accredited						
F	Number of Municipalities accredited to Level 1;2 and 3	0	Level 2: Steve Tshwete Level 1: Govan Mbeki, Mbombela, and eMalahleni	None	None	None

**PERFORMANCE INDICATORS AND TARGETS SUB PROGRAMME:
INCREMENTAL INTERVENTION**

Integrated Residential Development programme						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
2	Number of new sustainable integrated human settlements planned	5 human settlements layout plans	9 human settlements layout plans	No human settlement layout plans were finalised	9 human settlements layout plans not finalised	The draft layout were not approved by municipalities by the end of the financial year

Integrated Residential Development programme						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
Integrated Residential Development programme: Planning and Services						
3	Number of new households with access to basic services	7 578	3 200	7 000	3 800	Over-achievement is due to projects carried from the previous financial year
A	Number of Integrated Development Phase 1 sites completed	1 684	2 950	3 411	461	
B	Number of Integrated Development Phase 1 sites Upgrading of informal settlements programme (UISP)	5 894	250	3 589	3 339	
Incremental intervention						
4	Number of units delivered through the Incremental Housing Intervention	2 144	5 723	5 598	125	Over-achievement is due to projects carried from the previous financial year
A	Number of project Link Subsidies	47	80	78	-2	The non-achievement of the 2 units was due to the slow contractor performance
B	Number of Integrated Development Phase 2 Top Structures completed	855	820	1 410	590	Over-achievement is due to projects carried from the previous financial year

Integrated Residential Development programme						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
C	Number of Integrated Development Phase 2 Upgrading of Informal Settlements programme (UISP)	0	1 680	1 680	None	None
D	Number of Informal Settlements Units Upgraded	964	2 425	2 015	-410	Slow performance by contractor
E	Number of households assisted through Emergency Housing Assistance	210	698	415	-283	Poor performance by some contractors and some areas are inaccessible due rain and riots in the area.
F	Number of Consolidation Subsidies provided	68	20	None	-20	Non-qualifying beneficiaries.

**PERFORMANCE INDICATORS AND TARGETS SUB PROGRAMME:
SOCIAL AND RENTAL INTERVENTIONS**

Sub-programme: Social and Rental Housing						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
5	Number of households assisted with access to affordable rental accommodation and in the gap market	326	355	331	24	Delays in the completion of Klarinet Social Housing due slow performance by contractor

A	Number of support to social housing (operational support provided)	4	4	4	None	None
B	Number of Institutional Subsidies provided/ Rental Stock	42	178	154	24	Delays in the completion of Klarinet Social Housing due slow performance by contractor
C	Number of Community Residential Units provided	284	177	177	None	None

**PERFORMANCE INDICATORS AND TARGETS SUB PROGRAMME:
RURAL INTERVENTIONS**

Programme / Sub-programme: RURAL HOUSING						
	Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
6	Number of units delivered through Rural Housing	-	1 442	2 287	845	
A	Number of Rural Housing units provided	51	552	79	-473	The non-achievement was due to the poor performance of contractors as well as service delivery protests
B	Number of Farm Worker Housing Assistance units provided	0	-	76	76	Over-achievement due to accruals from previous financial year
C	Number of PHP units constructed	847	890	2 132	1 242	The over achievement is due to project roll over from previous financial year
7	Number of households provided with adequate housing	Not applicable (new indicator)	7 755	8 293	838	

8	Number of job opportunities created	Not applicable (new indicator)	2000	2 740	740	
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Reasons for all deviations

Poor performance by some contractors and some areas are inaccessible due rain and riots in the area.
Non-qualifying of identified beneficiaries for the consolidation programme

Strategy to overcome areas of under performance

Under-performing projects have been prioritised for completion in 2015/16
Budget for consolidation was moved to other spending programmes during the budget appropriation.

Changes to planned targets

None

Linking performance with budgets

Sub-programme expenditure of Programme 3

Housing Development, Implementation and Targets	2014/2015			2013/2014		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	89 826	53 024	36 802	48 728	48 867	(139)
Financial Intervention	161 117	156 955	4 162	152 219	137 520	14 699
Incremental Intervention	986 536	952 660	33 876	774 747	683 155	91 592
Social And Rental Intervention	146 819	117 605	29 214	165 081	171 997	(6 916)
Rural Intervention	33 487	30 359	3 128	34 049	22 154	11 895
Total	1417 785	1310 603	107 182	1 174 824	1 063 693	111 131
Economic Classification						
Compensation	46 030	46 030	0	40 365	40 365	0
Goods & Services	6 554	6 554	0	7 084	7 084	0
Transfers and Subsidies Current	441	440	1	55	254	(199)
Payment to Transfers and Subsidies Capital	1 320 004	1249 623	70 381	1 126 096	1 014 826	111 270
Payment for Capital Asset	36 800	0	36 800	1 116	1 056	60
Payments for Financial Assets	0	0	0	108	108	0
Total	1 417 785	1 310 603	107 182	1 174 824	1 063 693	111 131

4.4. Programme 4: Housing Asset Management

Programme purpose: The provide for the effective management of housing

List of sub-programmes and Strategic objectives

- ✓ To increase access to tenure security and land rights

Strategic Objectives

Programme Name: Housing Assets Management					
Strategic objectives	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
Increase access to tenure security and land rights	6 871	5 000	8 169	3 169	More title deeds were registered than anticipated in bid to address the backlog.

Performance indicators and Annual targets

Programme Name: Housing Assets Management						
	Performance indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
1	Number of title deeds registered	6 871	5 000	8 169	3 169	More title deeds were registered than anticipated in bid to address the backlog.
2	Number of rental disputes resolved	222/192 or 93% disputes resolved	200	226	26	The over achievement is due to the fact that more cases were received during the year than anticipated.

Reasons for all deviations

More title deeds were registered than anticipated in a bid to address the backlog.
More cases were received during the year than anticipated.

Strategy to overcome areas of under performance

None

Changes to planned targets

None

Linking performance with budgets**Sub-programme expenditure**

Housing Asset Management	2014/2015			2014/2013		
	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	3 651	3 651	0	4 261	4 261	0
Sale and Transfer of Housing Properties	0	0	0	0	0	0
Devolution of Housing Properties	0	0	0	0	0	0
Housing Properties Maintenance	0	0	0	0	0	0
Enhanced Extended Discount Benefit Scheme	0	0	0	0	0	0
Total	3 651	3 651	0	4 261	4 261	0
Economic Classification						
Compensation	0	0	0	0	0	0
Goods & Services	0	0	0	0	0	0
Transfers and Subsidies	3 651	3 651	0	4 261	4 261	0
Payment to Capital Asset	0	0	0	0	0	0
Total	3 651	3 651	0	4 261	4 261	0

5. TRANSFER PAYMENTS

5.1 Transfer payments to public entities

Name of Public Entity	Services rendered by the public entity	Amount transferred to the public entity	Amount spent by the public entity	Achievements of the public entity
Mpumalanga Housing Associations	Social housing provides good quality rental accommodation for the upper end of the low income market	3 651	3 651	Good quality rental accommodation provided.

5.2 Transfer payments to all organisations other than public entities

No transfer payment for the year under review

Name of transferee	Purpose for which the funds were to be used	Amount budgeted for(R'000)	Amount transferred (R'000)	Reasons why funds were not transferred
None	None	None	None	None

6. CONDITIONAL GRANTS

6.1 Conditional grants and earmarked funds paid

The table below describes each of the conditional grants and earmarked funds paid by the department.

Conditional Grant 1:

Department/ Municipality to whom the grant has been transferred	Lekwa Municipality, Govan Mbeki Municipality, Mbombela Municipality, eMalahleni Municipality and Bushbuckridge Municipality
Purpose of the grant	To provide financial assistance and support in respect of infrastructure upgrade, construction of sewer and water treatment works as well as construction of reservoirs.
Expected outputs of the grant	Bulk infrastructure in respect of water and sanitation on Human Settlements related projects
Actual outputs achieved	Bulk water and sanitation infrastructure maintained
Amount per amended DORA	R 273,000
Amount transferred (R'000)	R 273,000
Reasons if amount as per DORA not transferred	None
Amount spent by the department/ municipality (R'000)	R 273,000
Reasons for the funds unspent by the entity	Not applicable
Monitoring mechanism by the transferring department	Project close off reports

Department/ Municipality to whom the grant has been transferred	Steve Tshwete Local Municipality
Purpose of the grant	Upgrading of Informal Settlements
Expected outputs of the grant	350 units
Actual outputs achieved	Units at various milestones
Amount per amended DORA	7 956
Amount transferred (R'000)	7 956
Reasons if amount as per DORA not transferred	A contract was entered into between the Department and the Municipality for 7 956
Amount spent by the department/ municipality (R'000)	7 956
Reasons for the funds unspent by the entity	Not applicable
Monitoring mechanism by the transferring department	Quarterly non-financial and financial information

6.2 Conditional grants and earmarked funds received

Department who transferred the grant	National Department of Human Settlements
Purpose of the grant	To provide funding for the creation of sustainable Human Settlements
Expected outputs of the grant	Financial interventions Incremental housing programmes Social and rental housing Rural housing
Actual outputs achieved	See report on Performance Information
Amount per amended DORA	1 327 960
Amount received (R'000)	1 327 960
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	1,257,579
Reasons for the funds unspent by the entity	The Department received an additional funding amounting to R70 million towards the end of March 2015
Reasons for deviations on performance	See report on performance information, financial and non- financial
Measures taken to improve performance	See report on performance information, financial and non- financial
Monitoring mechanism by the receiving department	See report on performance information, financial and non- financial

7. DONOR FUNDS

No donor funds received

8. CAPITAL INVESTMENT

8.1 Capital investment, maintenance and asset management plan

Infrastructure projects	2013/2014			2012/2013		
	Final Appropriation R'000	Actual Expenditure R'000	(Over)/ Under Expenditure R'000	Final Appropriation R'000	Actual Expenditure R'000	(Over)/ Under Expenditure R'000
New and replacement assets	0	0	0	0	0	0
Existing infrastructure assets	0	0	0	0	0	0
- Upgrades and additions	20 466	11 719	8 747	16 483	5 222	11 261
- Rehabilitation, renovations and refurbishments	0	0	0	0	0	0
- Maintenance and repairs	0	0	0	0	0	0
Infrastructure transfer	0	0	0	0	0	0
- Current	0	0	0	0	0	0
- Capital	0	0	0	0	0	0
Total	20 466	11 719	8 747	16 483	5 222	11 261

The Department had experienced challenges in different municipalities and as a result it could not proceed with plans for the delivery of the infrastructure projects. There were also land claims issues which the municipality has requested the department to give it time to resolve.

PART C
GOVERNANCE



1. INTRODUCTION

Commitment by the Department to maintain the highest standards of governance is fundamental to the management of public finances and resources. Users want assurance that the Department has good governance structures in place to effectively, efficiently and economically utilize the state resources, which is funded by the tax payer.

2. RISK MANAGEMENT

The Department has established a Risk Management Unit as per the approved organisational structure. The Risk Management Unit reports to the Accounting Officer. The Department has also established a Risk Management Committee in order to facilitate the implementation of the risk management strategy.

Management reports, internal audit reports and risk management reports are used to identify risks. Each manager is responsible for managing risks that fall within their area of responsibility

The risk assessment for the financial year 2014/15 was conducted in March 2014. This exercise was intended to assess any possible high-risk areas within the Department. The Department had also developed the risk management strategy (inclusive of the fraud prevention plan) and the risk management policy.

3. FRAUD AND CORRUPTION

A fraud prevention plan had been developed and is reviewed as and when a need arises. The plan contained practices, procedures, reports and other mechanisms to monitor and safeguard the assets of the Department. Awareness workshops on fraud prevention as well as whistle blowing mechanisms were also conducted in the department. The internal audit unit monitored from time to time the compliance to these procedures. Reports on these findings were directed to the Accounting Officer.

The department did not have an Anti-Corruption Unit. Such cases on suspected fraud and corruption are investigated by the Integrity Management Unit that is located in the Office of the Premier.

4. MINIMISING CONFLICT OF INTEREST

The Department had a Supply Chain Management Code of conduct displayed in all departmental offices. The Department was also guided by the Code of Conduct as contained in the Public Service Act.

5. CODE OF CONDUCT

The Department had a Supply Chain Management Code of conduct displayed in all departmental offices. The Department was also guided by the Code of Conduct as contained in the Public Service Act.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

The Department had a Health and Wellness Programme which provided, among other things Occupational Health Services. The Department had also established an Occupational Health and Safety Committee as required by the Occupational Health and Safety Act.

7. PORTFOLIO COMMITTEES

Meetings of the Portfolio Committee were held on dates mentioned here below:

- 08 July 2014
- 15 July 2014
- 21 August 2014
- 04 November 2014
- 17 March 2015

ISSUES RAISED	HOW THEY WERE HANDLED
The department must appoint capable and experienced contractors to ensure good quality houses, and these appointments must be accompanied with the list of beneficiaries when the allocation of these houses takes place	The Department has updated the database of contractors and all contracts are accompanied by a verified list of beneficiaries, building plans and where applicable proclamation for township establishment.
The department must ensure that all creditors are paid within the 30 days as per the government policy	The Department is continuing to pay creditors within 30 days.
The department must fast-track the appointment of the data captures to ensure the safe keeping of beneficiaries information	The appointed beneficiary managers in each district are responsible to deal with beneficiary list in collaboration with municipalities. The Department has embarked on a process of electronically archiving all subsidy application forms to ensure security of information.
The department must ensure that there is a compliance with the Beneficiary Management Policy	Part of the duties of the appointed beneficiary managers is to ensure compliance by municipalities with the approved Beneficiary Management Policy.
The department must provide a breakdown on the allocation of houses in terms of districts, Municipalities, the areas, the names of the beneficiaries and their contact numbers	Given that many of the current projects are carried over from the previous year, the previous list is still relevant.
The department must speed-up the process of filling all vacant funded positions by 30 September 2014	<p>22 posts were filled during 2012/13. 24 posts were filled during 2013/14 financial year (4 in senior management).</p> <p>Currently there is a moratorium from Cabinet on the filling of vacant funded posts.</p> <p>The Department is in the process of restructuring its organisational structure to align with the mandate of Human Settlements.</p>
The department must re-submit the correct progress report on the implementation of House Resolutions for the budget vote, 2013/14 Financial Year	The Department will submit the correct progress by 31 May 2015.
The department must ensure that the 2014/15 Annual Performance Plan addresses the Millennium Development Goals	The Millennium Development Goals in so far as the upgrading of informal settlements was prioritised. The department delivered 4255 units of 4105.

8. SCOPA RESOLUTIONS

There were no SCOPA resolutions raised during the financial year under review.

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
<p>Adequate and reliable corroborating evidence could not be provided for 20% of the major variances disclosed in the annual performance report</p>	<p>2012/13</p>	<p>Budget Committee has been established and one meeting has been held.</p> <p>Reported units are supported by Data sheet signed by Monitor, Inspector and responsible manager.</p> <p>The validation of Portfolio of Evidence and Project verification of 1st, 2nd and 3rd quarters is in progress.</p> <p>Performance Audit by Internal Audit has been concluded and a final report issued.</p>
<p>Significantly important targets with respect to housing needs, research and planning as well as housing development were materially misstated</p>	<p>2012/13</p>	<p>Budget Committee has been established and one meeting has been held.</p> <p>Reported units are supported by Data sheet signed by Monitor, Inspector and responsible manager.</p> <p>The validation of Portfolio of Evidence and Project verification of 1st, 2nd and 3rd quarters is in progress.</p> <p>Performance Audit by Internal Audit has been concluded and a final report issued.</p>
<p>The department did not consider relevant systems for the appointment of contractors for housing construction projects and did not suitably develop indicators and targets during the annual performance process</p>	<p>2012/13</p>	<p>Budget Committee has been established and one meeting has been held.</p> <p>Reported units are supported by Data sheet signed by Monitor, Inspector and responsible manager.</p> <p>The validation of Portfolio of Evidence and Project verification of 1st, 2nd and 3rd quarters is in progress.</p> <p>Performance Audit by Internal Audit has been concluded and a final report issued.</p>

Material misstatements of commitments	2012/13	Material misstatements of commitments identified by the auditors in the submitted financial statement were subsequently corrected and the supporting records provided, resulting in the financial statements receiving an unqualified audit opinion As at end of March 2014, 1088 projects with end dates prior to 31 March 2010 have been zero balanced. This amounted to R571, 013,358.33.
The department did not have and maintain an effective and efficient system of internal control regarding performance management	2012/13	The Department has an approved Policy on Management Performance information
Funded vacant posts were not filled within 12 months, as required by Public Service Regulation 1/VII/C 1A.2	2012/13	26 vacant funded posts have been advertised as at the end of June 2013. And a further 33 were advertised as at the end of December 2013. Of the 26 posts, 17 appointments have been made, 6 submitted to cabinet, 1 withdrawn and 2 were re-advertised. Of the 33 posts, 18 appointments have been made.
Employees were appointed without properly verifying the claims in their applications, in contravention of Public Service Regulation 1/VII/D 8	2012/13	The agreement has been signed by the Head of Department as well as the official in question. The employment condition and status of the affected official have been reviewed.
Quarterly performance reports were not submitted within the required timeframe to the Provincial Treasury, the National Treasury and the transferring national officer, as required by section 12(2)(c) of DORA	2012/13	The 1 st quarter, 2 nd quarter and 3 rd quarter performance reports were submitted to Provincial Treasury on 28 August 2013, 05 November 2013 and 03 February 2014 respectively.
The department did not impose penalties on defaulting contractors or other service providers	2012/13	The penalty clause could not be invoked since most delays were caused by department through late submission of beneficiaries.
The department did not implement effective human resource management to ensure that adequate and sufficiently skilled resources were in place and that performance was monitored	2012/13	There is a Performance Management and Development System and a committee thereof to monitor the performance of officials. The officials are assessed on a quarterly basis.

10. INTERNAL CONTROL UNIT

Internal controls are any actions taken by management, the executive authority and other parties to enhance risk management and increase the likelihood that established objectives and goals will be achieved. Management achieves this control by implementing an internal control system encompassing all the policies and procedures adopted by management to assist the department in achieving its objectives.

The Department does not have an internal control Unit, however, the shared internal audit function located within the Office of the Premier provides Management with assurance on the adequacy and effectiveness of internal controls. Based on the internal audit work performed for the department, we can report that there has been improvement in the general system of internal control for the period under review. Where weaknesses were identified, these were communicated to Management, who committed itself and developed action plans to remedy the situation and strengthen the internal control environment. This commitment resulted in significant number of management action plans being successfully implemented.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

The Department utilizes the services of the Internal Audit function under the control and direction of a shared Audit Committee located at the Office of the Premier. The shared Internal Audit function operated within an approved Internal Audit Charter and in accordance with the requirements of the PFMA, its Treasury Regulations and the Standards set for the Professional Practice of Internal Auditors by the Institute of Internal Auditors. The shared Internal Audit function is an independent, objective assurance and consulting activity which adds value and improves the operations of the Department.

It assists the Department in accomplishing its objectives through providing an independent objective assurance to Management regarding the adequacy and effectiveness of risk management, internal control and governance processes. The Internal Audit Function has been functioning effectively during the year under review. The Shared Internal Audit Function has eight (8) Officials dedicated to the Department of Human Settlements.

The Internal Audit Function, during the year under review had developed a rolling three-year strategic plan and an annual operational plan based on the results of the risk assessment. These plans were recommended by the Head of the Department and approved by the Audit Committee. The Internal Audit function reports the outcomes of the audits performed and progress on the approved internal audit plan to Management and to the Audit Committee on a quarterly basis. Management ensures that comments are provided to all the findings raised by internal audit, and action plans to address those findings are implemented.

The following audit assignments were conducted and completed by the shared Internal Audit function as per the approved internal audit plan for the year under review:

- Expenditure - Operating Leases (Carried forward from previous financial year 2013/14)
- Expenditure - Travel and subsistence (Carried forward from previous financial year 2013/14)
- Supply Chain Management - Procurement - Tender process
- Performance Information - 1st Quarter
- Performance Information - 3rd Quarter
- HR Management - Recruitment & Selection process
- HR Management - Leave Management
- HR & Financial Management - Compensation of Employees
- Financial Statements - Review of Interim Financial Statements
- Expenditure - Payment to creditors
- Supply Chain Management - Asset Management
- Follow up review - Previously reported internal audit findings
- Follow up review - Auditor General Management report for 2013/2014
- Management Performance Assessment Tool 2014/2015
- Information Technology General & Application Controls
- Information Technology Governance Review

The shared Audit Committee comprised of external non official members and operated within an approved Audit Committee Charter, reviewed annually, and in accordance with the requirements set by the PFMA and Treasury Regulations. The role of the shared Audit Committee was to assist the Accounting Officer and Management of the department in discharging their duties regarding risk management; financial information; internal controls and governance processes. In this regard, the shared Audit Committee independently

oversees the operations and the activities of the department. The shared Audit Committee has direct and unobstructed lines of communication to the Accounting Officer, Senior Management, the relevant Treasury, shared **Internal Audit and External Audit**.

Attendance of audit committee meetings by audit committee members

In accordance with section 77(b) of the PFMA, an Audit Committee must meet at least twice a year. During the financial year under review, the shared Audit Committee met seven (7) times. In these meetings, the Accounting Officer and executive management were always represented. The Auditor-General is always invited to attend, thus ensuring that such meetings are as effective and transparent as possible.

The audit committee meetings held were attended as follows:

Name	Qualifications	Internal or External	Date appointed	Date Resigned	No of meetings attended
Ms. G Deiner Chairperson	<ul style="list-style-type: none"> ▪ B.A. Degree ▪ HDip in Education ▪ BCompt ▪ Professional Accountant (SA) 	External	01 Jun 2009	N/A	7
Ms. T. Njozela	<ul style="list-style-type: none"> ▪ MBA ▪ BCompt Honours ▪ BCom 	External	01 Oct 2012	N/A	7
Mr. X. Khumalo	<ul style="list-style-type: none"> ▪ CA(SA) ▪ BCom Honours (Accounting) ▪ BCom 	External	01 Oct 2012	N/A	5
Adv G Khoza	<ul style="list-style-type: none"> ▪ HDip in Tax Law ▪ LLB ▪ BProc 	External	01 Mar 2014	N/A	7

The members of the shared Audit Committee continued to meet with the Accounting Officer, Senior Management of the Department, the shared Internal Audit and External Audit collectively and individually (as and when the need arose) to address matters related to risk management, control and governance processes as well as challenges facing the Department. All the members of the shared Audit Committee are independent, non-official members and have been appointed from outside the public service.

12. AUDIT COMMITTEE REPORT

We are pleased to present our report for the Department of Human Settlement for the financial year ended 31 March 2015.

Audit Committee Responsibility

The Audit Committee reports that it has complied with its responsibilities arising from Section 38 (1) (a) (ii) of the Public Finance Management Act and Treasury Regulation 3.1.13. The Audit Committee also reports that it has adopted appropriate formal terms of reference as its Audit Committee Charter, has regulated its affairs in compliance with this charter and has discharged all its responsibilities as contained therein, except that we have not reviewed changes in accounting policies and practices.

Independence of the Audit Committee

The Audit Committee is independent of management in the execution of its duties. All the members of the Audit Committee have been appointed from outside the public service pursuant to section 77 (a) (i) of the PFMA. The qualifications of the members and details of their attendance at meetings is included in Governance Section of the Annual Report above. The members remain committed to providing oversight and advice of a high standard.

The Effectiveness of Internal Control

In line with the provisions of the PFMA and King Report on Corporate Governance, Internal Audit provided the Audit Committee and Management with assurance whether the system of internal controls is adequate and effective. Our review of the findings of the Internal Audit work, which was based on the risk assessments conducted in the department revealed certain weaknesses, which were then raised with the Department. The following internal audit work was completed during the year under review:

- Expenditure - Operating Leases (Carried forward from previous financial year 2013/14)
- Expenditure - Travel and subsistence (Carried forward from previous financial year 2013/14)
- Supply Chain Management - Procurement - Tender process
- Performance Information - 1st Quarter
- Performance Information - 3rd Quarter
- HR Management - Recruitment & Selection process
- HR Management - Leave Management
- HR & Financial Management - Compensation of Employees
- Financial Statements - Review of Interim Financial Statements
- Expenditure - Payment to creditors
- Supply Chain Management - Asset Management
- Follow up review - Previously reported internal audit findings
- Follow up review - Auditor General Management report for 2013/2014
- Management Performance Assessment Tool 2014/2015
- Information Technology General & Application Controls
- Information Technology Governance Review

The following were areas of concern:

- Incomplete portfolio of evidence to support actual output
- No alignment between the approved organogram and the PERSAL system
- Incomplete and inaccurate asset register
- Bids are not advertised for 21 days
- Members of the bid committee do not declare their personal interest before the start of the adjudication process
- Payments not made within thirty days due to poor contract management
- Delay in implementing corrective action to address weaknesses in internal controls
- Challenge on the implementation of the Corporate Governance Information and Communication Technology framework (CGICT), due to capacity.

In-Year Management and Quarterly Report

The Department has been reporting monthly and quarterly to the Treasury as is required by the PFMA. The Financial quarterly reports were also presented to the Audit Committee on a quarterly basis. We are satisfied with the content and quality thereof.

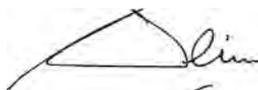
Evaluation of Financial Statements

We have reviewed the draft and unaudited annual financial statements prepared by the Department and report that these financial statements were prepared in accordance with the guidelines issued by the National Treasury. In this regard, the Audit Committee has:

- Reviewed and discussed the unaudited annual financial statements to be included in the annual report, with the Accounting Officer and Management
- Reviewed whether there are any changes in accounting policies and practices
- Reviewed the department's compliance with legal and regulatory provisions
- Reviewed the information on predetermined objectives to be included in the annual report
- Reviewed the quality and timeliness of the financial information availed to the Audit Committee for oversight purposes during the year such as interim financial statements.

Internal Audit

The Audit Committee is satisfied that the internal audit activity is operating reasonably effectively and that it has addressed the risks pertinent to the Department in its audits.



MS GAYLENE DEINER
CHAIRPERSON OF THE SHARED AUDIT COMMITTEE
OFFICE OF THE PREMIER
DATE: 29 MAY 2015

REPORT OF THE AUDITOR GENERAL



Report of the Auditor-General to the Mpumalanga Provincial Legislature on vote no. 13: Department of Human Settlements

Report on the financial statements

Introduction

1. I have audited the financial statements of the Department of Human Settlements set out on pages 50, to 123, which comprise the appropriation statement, the statement of financial position as at 31 March 2015, the statement of financial performance, statement of changes in net assets and cash flow statement for the year then ended, as well as the notes, comprising a summary of significant accounting policies and other explanatory information.

Accounting officer's responsibility for the financial statements

2. The accounting officer is responsible for the preparation and fair presentation of these financial statements in accordance with the Modified Cash Standard (MCS) and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PMFA) and the Division of Revenue Act of South Africa, 2014 (Act No. 10 of 2014) (DoRA), and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor – General's responsibility

3. My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International Standards on Auditing. Those standards require that I comply with ethical requirements, and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.
4. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis of my audit opinion.

Opinion

6. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Department of Human Settlements as at 31 March 2015 and its financial performance and cash flows for the year then ended, in accordance with the MCS and the requirements of the PFMA and DoRA.

Report on other legal and regulatory requirements

7. In accordance with the Public Audit of South Africa, 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof, I have a responsibility to report findings on the reported performance information against predetermined objectives for selected programmes presented in the annual performance report, non-compliance with legislation as well as internal control. The objective of my tests was to identify reportable findings as described under each subheading but not to gather evidence to express assurance on these matters. Accordingly, I do not express an opinion or conclusion on these matters.

Predetermined objectives

8. I performed procedures to obtain evidence about the usefulness and reliability of the reported performance information for the following selected programmes presented in the annual performance report of the department for the year ended 31 March 2015;
 - Programme 2: housing needs, research and planning, on pages 21 to 22
 - Programme 3: housing development, on pages 23 to 29
9. I evaluated the reported performance information against the overall criteria of usefulness and reliability.
10. I evaluated the usefulness of the reported performance information to determine whether it was presented in accordance with the Nation Treasury's annual reporting principles and whether the reported performance was consistent with the planned programmes. I further performed tests to determine whether indicators and targets were well defined, verifiable, specific, measurable, time bound and relevant, as required by the Nation Treasury's Framework for managing programme performance information (FMPP).
11. I assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.
12. The material findings in respect of the selected programmes are as follows:

Programme 2: housing, needs, research and planning

Usefulness of reported performance information

13. Performance indicators should be well defined by having clear definition so that data can be collected consistently and is easy to understand and use, as required by the FMPP. A total of 40% of the indicators were not well defined. This was because management did not adhere to the requirements of the FMPP.

Programme 3: housing development

Reliability of reported performance information

14. The FMPP requires auditees to have appropriate systems to collect, collate, verify and store performance information to ensure valid, accurate and complete reporting of actual achievements against planned objectives, indicators and targets. Overall, significantly important targets were not reliable because I was unable to obtain sufficient appropriate audit evidence for them. In addition, significantly important targets were not valid, accurate and complete when compared to the source information or evidence provided. This was due to the department not adhering to the performance indicator descriptions.

Additional matter

15. I draw attention to the following matter:

Achievement of planned targets

16. Refer to the annual performance report on pages 13 to 36 and 17 to 30 for information on the achievement of the planned targets for the year. This information should be considered in the context of the material findings on the usefulness and reliability of the reported performance information for the selected programmes reported in paragraphs 13 to 14 of this report.

Compliance with legislation

17. I performed procedures to obtain evidence that the department had complied with applicable legislation regarding financial matters, financial management and other related matters. My findings on material non-compliance with specific matters in key legislation, as set out in the general notice issued in terms of the PAA, are as follows:

Annual financial statements, performance report and annual report

18. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework and were not supported by full and proper records, as required by section 40(1)(a) and (b) of the PFMA. Material misstatements of revenue and disclosure items identified by the auditors in the submitted financial statements were subsequently corrected and the supporting records provided, resulting in the financial statements receiving an unqualified audit opinion.

Internal audit

19. The internal audit function did not assess the operational procedure and monitoring mechanisms relating to all transfers made and received, including transfers in terms of the annual DoRA, as required by treasury regulation 3.2.8.

Procurement and contract management

20. Sufficient appropriate audit evidence could not be obtained that all contracts had been awarded in accordance with the legislative requirements, as a result of inadequate internal controls to ensure proper record management.

Human resource management and compensation

21. Funded vacant posts were not filled within 12 months, as required by the public service regulation 1/ VII/C.1A.2.

Internal control

22. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with legislation. The matters reported below are limited to the significant internal control deficiencies that resulted in the findings on the annual performance report and the findings on the compliance with legislation included in this report.

Leadership

23. Oversight responsibility was not exercised regarding performance reporting and compliance as well as related internal controls.

24. The department did not implement effective human resource management to ensure that adequate and sufficiently skilled resources were in place and that performance was monitored.

Financial and performance management

25. The department did not always prepare regular, accurate and complete financial and performance reports that were supported and evidenced by reliable information.

26. Management at the appropriate level did not always ensure that compliance with applicable legislation was adequately reviewed and monitored throughout the year.

Governance

27. The internal audit unit did not always appropriately identify internal control deficiencies and effectively recommend corrective action.

Other reports

Investigations

28. An independent consulting firm performed an investigation at the request of the department into alleged unauthorised expenditure incurred by the department in the 2012-13 year, the appointments for the projects made by the rapid implementation unit, and the supply chain management process. These proceedings are currently in progress

Auditor-General

Mbombela
31 July 2015



AUDITOR-GENERAL
SOUTH AFRICA

Auditing to build public confidence

ANNUAL FINANCIAL STATEMENTS



**DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015**

Appropriation per programme									
2014/15									
Programme	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Administration	118,031	-	3,666	121,697	121,997	(300)	100%	110,077	110,515
2. Housing Needs, Research and Planning	333,578	-	(5,398)	328,180	319,432	8,748	97%	51,850	40,527
3. Housing Development	1,416,053	-	1,732	1,417,785	1,310,603	107,182	92%	1,174,824	1,063,693
4. Housing Asset Management	3,651	-	-	3,651	3,651	-	100%	4,261	4,261
Subtotal	1,871,313	-	-	1,871,313	1,755,683	115,630	94%	1,341,012	1,217,283
Statutory Appropriation									
Members' remuneration	1,766	-	-	1,766	1,720	46	97%	1,682	1,712
TOTAL	1,873,079	-	-	1,873,079	1,757,403	115,676	94%	1,342,694	1,218,995

**DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015**

	2014/15		2013/14	
	Final Appropriation	Actual Expenditure	Final Appropriation	Actual Expenditure
TOTAL (brought forward)	1,873,079	1,757,403	1,342,694	1,218,995
Reconciliation with statement of financial performance				
ADD				
Departmental receipts	4,649		3,551	
Actual amounts per statement of financial performance (total revenue)	1,877,728		1,346,245	
ADD				
Aid assistance				
Prior year unauthorised expenditure approved without funding				
Actual amounts per statement of financial performance (total expenditure)		1,757,403		1,218,995

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

		Appropriation per economic classification									
		2014/15					2013/14				
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure		
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000	
Economic classification											
Current payments	200,703	(1,510)	3,139	202,332	202,286	46	100%	184,841	184,830		
Compensation of employees	157,302	(4,962)	(1,097)	151,243	151,197	46	100%	137,089	137,085		
Salaries and wages	137,790	(3,834)	(967)	132,989	128,531	4,458	97%	116,526	116,522		
Social contributions	19,512	(1,128)	(130)	18,254	22,666	(4,412)	124%	20,563	20,563		
Goods and services	43,401	3,452	4,236	51,089	51,089	-	100%	47,752	47,745		
Administrative fees	20	4	-	24	24	-	100%	84	18		
Advertising	490	115	-	605	605	-	100%	958	681		
Minor assets	350	119	-	469	469	-	100%	753	593		
Audit costs: External	4,060	744	327	5,131	5,131	-	100%	5,071	4,596		
Catering: Departmental activities	438	(234)	-	204	204	-	100%	430	336		
Communication	4,154	(72)	116	4,198	4,198	-	100%	3,491	4,036		
Computer services	101	1	-	102	102	-	100%	449	421		
Consultants: Business and advisory services	423	(179)	-	244	244	-	100%	339	417		
Legal services	589	(543)	-	46	46	-	100%	-	553		
Contractors	192	(131)	-	61	61	-	100%	166	71		

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

Fleet services	3,107	293	2,188	5,588	5,588	-	100%	3,977	4,571
Inventory: Other supplies	47	(47)	-	-	-	-	-	36	-
Consumable supplies	874	(526)	-	348	348	-	100%	422	576
Consumable: Stationery, printing and office supplies	2,211	(201)	-	2,010	2,010	-	100%	1,512	2,215
Operating leases	7,338	1,066	-	8,404	8,404	-	100%	6,599	5,010
Property payments	2,555	291	-	2,846	2,846	-	100%	2,154	3,204
Transport provided: Departmental activity	-	-	-	-	-	-	-	48	-
Travel and subsistence	13,577	3,695	1,461	18,733	18,733	-	100%	17,857	17,885
Training and development	1,738	(1,193)	-	545	545	-	100%	2,196	1,349
Operating payments	830	178	144	1,152	1,152	-	100%	(382)	751
Venues and facilities	307	72	-	379	379	-	100%	1,592	462
Transfers and subsidies	1,604,909	642	11	1,605,562	1,535,180	70,382	96%	1,130,482	1,019,411
Provinces and municipalities	273,035	7,967	-	281,002	281,002	-	100%	154,562	24,524
Municipalities	273,035	7,967	-	281,002	281,002	-	100%	154,562	25,524
Municipal agencies and funds	273,035	7,967	-	281,002	281,002	-	100%	154,562	25,524
Public corporations and private enterprises	3,651	-	-	3,651	3,651	-	100%	4,261	4,261
Public corporations	3,651	-	-	3,651	3,651	-	100%	4,261	4,261
Other transfers to public corporations	3,651	-	-	3,651	3,651	-	100%	4,261	4,261

**DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13**

**APPROPRIATION STATEMENT
for the year ended 31 March 2015**

Households	1,328,223	(7,325)	11	1,320,909	1,250,527	70,382	95%	1,101,151	990,626
Social benefits	263	631	11	905	904	1	100%	101	300
Other transfers to households	1,327,960	(7,956)	-	1,320,004	1,249,623	70,381	95%	971,558	990,326
Payments for capital assets	67,452	882	(3,150)	65,184	19,637	45,547	30%	27,251	14,634
Buildings and other fixed structures	61,567	-	(4,301)	57,266	11,719	45,547	21%	16,483	5,222
Other fixed structures	61,567	-	(4,301)	57,266	11,719	45,547	21%	16,483	5,222
Machinery and equipment	5,885	882	1,151	7,918	8,218	(300)	100%	9,919	8,563
Transport equipment	2,000	2,671	1,151	5,822	5,817	5	100%	7,357	6,000
Other machinery and equipment	3,885	(1,789)	-	2,096	2,101	(5)	100%	2,562	2,563
Intangible assets	-	-	-	-	-	-	-	849	849
Payments for financial assets	15	(15)	-	-	-	-	-	120	120
	1,873,079	-	-	1,873,079	1,757,403	115,676	94%	1,342,694	1,218,995

**DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015**

Statutory Appropriation per economic classification									
2014/15									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	2013/14 Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments									
Compensation of employees	1,766	-	-	1,766	1,720	46	98%	1,682	1,712

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

Programme 1: Administration									
2014/15									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	2013/14 Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Office of the MEC	4,967	(131)	-	4,834	4,813	21	100%	6,365	4,191
2. Corporate Services	113,064	131	3,666	116,863	117,184	(321)	100%	103,712	104,612
Total for sub programmes	118,031	-	3,666	121,697	121,997	(300)	100%	110,077	108,803
Economic classification									
Current payments	112,008	(1,036)	2,515	113,487	113,487	-	100%	102,061	102,023
Compensation of employees	77,403	(3,424)	-	73,979	73,979	-	100%	66,732	66,700
Salaries and wages	67,619	(2,704)	-	64,915	62,882	2,033	97%	56,470	56,438
Social contributions	9,784	(720)	-	9,064	11,097	(2,033)	122%	10,262	10,262
Goods and services	34,605	2,388	2,515	39,508	39,508	-	100%	35,329	35,323
Administrative fees	20	4	-	24	24	-	104%	20	18
Advertising	490	115	-	605	605	-	100%	958	681
Minor assets	350	119	-	469	469	-	100%	753	593
Audit costs: External	4,060	744	327	5,131	5,131	-	100%	5,071	4,596

Catering: Departmental activities	344	(176)	-	168	168	-	100%	377	240
Communication	3,170	188	-	3,358	3,358	-	100%	2,938	3,233
Computer services	101	1	-	102	102	-	100%	449	421
Consultants: Business and advisory services	353	(109)	-	244	244	-	100%	339	417
Legal services	589	(543)	-	46	46	-	100%	80	553
Contractors	191	(131)	-	60	60	-	100%	86	71
Fleet services	3,107	293	2,188	5,588	5,588	-	100%	3,977	4,571
Inventory: Other supplies	47	(47)	-	-	-	-	-	-	-
Consumable supplies	840	(503)	-	337	337	-	100%	457	570
Consumable: Stationery, printing and office supplies	2,211	(201)	-	2,010	2,010	-	100%	1,512	2,215
Operating leases	7,338	1,066	-	8,404	8,404	-	100%	6,599	5,010
Property payments	2,555	291	-	2,846	2,846	-	100%	2,154	3,204
Travel and subsistence	6,550	2,410	-	8,960	8,960	-	100%	8,914	8,004
Training and development	1,701	(1,156)	-	545	545	-	100%	550	439
Operating payments	335	64	-	399	399	-	100%	(917)	206
Venues and facilities	253	(41)	-	212	212	-	100%	1,012	281
Transfers and subsidies	138	154	-	292	292	-	100%	52	52
Provinces and municipalities	35	11	-	46	46	-	100%	24	24
Municipalities	35	11	-	46	46	-	100%	24	24
Municipal agencies and funds	35	11	-	46	46	-	100%	24	24

Households	103	143	-	246	246	-	100%	28	28
Social benefits	103	143	-	246	246	-	100%	28	28
Payments for capital assets	5,885	882	1,151	7,918	7,918	-	100%	7,952	6,716
Machinery and equipment	5,885	882	1,151	7,918	8,218	300	100%	7,103	5,567
Transport equipment	2,000	2,671	1,151	5,822	5,817	5	100%	4,541	3,304
Other machinery and equipment	3,885	(1,789)	-	2,096	2,101	(5)	100%	2,562	2,563
Intangible assets	-	-	-	-	-	-	-	849	849
Payments for financial assets	-	-	-	-	-	-	-	12	12
Total	118,031	-	3,666	121,697	121,997	(300)	100%	110,077	108,803

**DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015**

1.1 Office of the MEC

	2014/15						2013/14		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	4,967	(133)	-	4,834	4,813	21	100%	6,365	4,191
Compensation of employees	2,630	575	-	3,205	3,184	21	99,3%	2,117	2,635
Goods and services	2,337	(708)	-	1,629	1,629	-	100%	4,248	1,556

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

1.2 Corporate Services

		2014/15					2013/14		
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	107,041	(903)	2,515	108,653	108,674	(21)	100%	95,696	97,832
Compensation of employees	74,773	(3,999)	-	70,774	70,795	(21)	100%	64,615	64,065
Goods and services	32,268	3,096	2,515	37,879	37,879	-	100%	31,081	33,767
Transfers and subsidies	138	154	-	292	292	-	100%	52	52
Provinces and municipalities	35	11	-	46	46	-	100%	24	24
Households	103	143	-	246	246	-	100%	28	28
Payments for capital assets	5,885	882	1,151	7,918	7,918	-	100%	7,952	6,716
Machinery and equipment	5,885	882	1 151	7,918	8,218	(300)	100%	7,103	5,867
Intangible assets	-	-	-	-	-	-	-	849	849
Payments for financial assets	-	-	-	-	-	-	-	12	12
Total	113,064	131	3,666	116,861	117,184	(321)	100%	103,712	104,612

**DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13**

**APPROPRIATION STATEMENT
for the year ended 31 March 2015**

Programme 2: Housing Needs, Research and Planning

		2014/15						2013/14	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Administration	327,537	1,240	(4,301)	324,476	315,731	8,745	97%	47,008	36,857
2. Policy	1,402	(27)	(714)	661	656	5	99%	1,096	576
3. Planning	1,872	(282)	-	1,590	1 591	(1)	100%	1,871	1,428
4. Research	2,767	(931)	(383)	1,453	1,454	(1)	100%	1,875	1,666
Total for sub programmes	333,578	-	(5,398)	328,180	319,432	8,748	97%	51,850	40,527
Economic classification									
Current payments	35,811	(219)	(1,097)	34,495	34,495	-	100%	33,649	33,647
Compensation of employees	31,608	(1,043)	(1,097)	29,468	29,468	-	100%	28,309	28,308
Salaries and wages	27,891	(735)	(967)	26,189	25,047	1,142	96%	24,063	24,062
Social contributions	3,717	(308)	(130)	3,279	4,421	(1,142)	135%	4,246	4,246
Goods and services	4 203	824	-	5,027	5,027	-	100%	5,340	5,339
Administration fees	-	-	-	-	-	-	-	64	-
Catering: Departmental activities	30	(14)	-	16	16	-	100%	12	19
Communication	367	(13)	-	354	354	-	100%	251	366

Consultants: Business and advisory services	70	(70)	-	-	-	-	-	-	-	-
Contractors	1	-	-	1	-	-	100%	-	-	-
Consumable supplies	18	(16)	2	2	-	100%	(35)	2	-	2
Transport provided: Departmental activity	-	-	-	-	-	-	-	48	-	-
Travel and subsistence	3,399	766	4,165	4,165	-	100%	3,945	4,503	-	4,503
Training and development	10	(10)	-	-	-	-	350	37	-	37
Operating payments	259	63	322	322	-	100%	449	266	-	266
Venues and facilities	49	118	167	167	-	100%	256	146	-	146
Transfers and subsidies	273,000	218	273,218	273,218	-	100%	18	18	-	18
Provinces and municipalities	273,000	-	273,000	273,000	-	100%	-	-	-	-
Municipalities	273,000	-	273,000	273,000	-	100%	-	-	-	-
Municipal agencies and funds	273,000	-	273,000	273,000	-	100%	-	-	-	-
Households	-	218	218	218	-	100%	18	18	-	18
Social benefits	-	218	218	218	-	100%	18	18	-	18
Payments for capital assets	24,767	-	20,466	11,719	(4,301)	57%	18,183	6,862	18,183	6,862
Buildings and other fixed structures	24,767	-	20,466	11,719	(4,301)	57%	16,483	5,222	16,483	5,222
Other fixed structures	24,767	-	20,466	11,719	(4,301)	57%	16,483	5,222	16,483	5,222
Machinery and equipment	-	-	-	-	-	-	1,700	1,640	-	1,640
Transport equipment	-	-	-	-	-	-	1,700	1,640	-	1,640
Other machinery and equipment	-	-	-	-	-	-	-	-	-	-
Total	333,578	-	328,180	319,432	(5,398)	97%	8,748	40,527	51,850	40,527

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

2.1 Administration									
2014/15									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	29,770	1,021	-	30,791	30,794	(3)	100%	28,825	29,995
Compensation of employees	26,425	(48)	-	26,377	26,380	(3)	100%	24,330	25,335
Goods and services	3,345	1,069	-	4,414	4,414	-	100%	4,495	4,660
Transfers and subsidies	273,000	219	-	273,219	273,218	-	100%	-	-
Provinces and municipalities	273,000	-	-	273,000	273,000	-	100%	-	-
Households	-	219	-	219	218	-	100%	-	-
Payments for capital assets	24,767	-	(4,301)	20,466	11,719	8,747	57%	18,183	6,862
Buildings and other fixed structures	24,767	-	(4,301)	20,466	11,719	8,747	57%	16,483	5,222
Machinery and equipment	-	-	-	-	-	-	-	1,700	1,640
Total	327,537	1,210	(4,301)	324,476	315,731	8,742	97%	47,008	36,857

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

2.2 Policy										
2014/15										
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure	2013/14
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
Current payments	1,402	(27)	(714)	661	656	5	99%	1,096	576	1,096
Compensation of employees	1,249	-	(714)	535	530	5	99%	868	495	868
Goods and services	153	(27)	-	126	126	-	100%	228	81	228
	1,402	(27)	(714)	661	656	5	99%	1,096	576	1,096
2.3 Planning										
2014/15										
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure	2013/14
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
Current payments	1,872	(282)	-	1,590	1,591	-	100%	1,871	1,428	1,871
Compensation of employees	1,621	(256)	-	1,365	1,366	(1)	100%	1,676	1,134	1,676
Goods and services	251	(26)	-	225	225	1	100%	195	294	195
	1,872	(282)	-	1,590	1,591	-	100%	1,871	1,428	1,871

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

2.4 Research									
2014/15									
2013/14									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	2,767	(931)	(383)	1,453	1,454	(1)	100%	1,857	1,648
Compensation of employees	2,313	(739)	(383)	1,191	1,192	(1)	100%	1,435	1,344
Goods and services	454	(192)	-	262	262	-	100%	422	304
Total	2,767	(931)	(383)	1,453	1,454	(1)	100%	1,875	1,666

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

Programme 3: Housing Development									
2014/15									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Administration	88,093	-	1,732	89,825	53,024	36,801	59%	48,728	48,866
2. Financial Intervention	99,306	61,811	-	161,117	156,956	4,161	97%	152,219	137,520
3. Incremental Intervention	1,085,408	(98,871)	-	986,537	952,659	33,878	97%	774,747	683,155
4. Social and Rental Intervention	120,617	26,202	-	146,819	117,604	29,215	80%	165,081	171,997
5. Rural Intervention	22,629	10,858	-	33,487	30,360	3,127	91%	34,049	22,154
Total for sub programmes	1,416,053	-	1,732	1,417,785	1,310,603	107,182	92%	1,174,824	1,063,692
Economic classification									
Current payments	51,118	(255)	1,721	52,584	52,584	-	100%	47,449	47,448
Compensation of employees	46,525	(495)	-	46,030	46,030	-	100%	40,366	40,365
Salaries and wages	40,735	(395)	-	40,340	39,125	1,215	97%	34,311	34,310
Social contributions	5,790	(100)	-	5,690	6,905	(1,215)	121%	6,055	6,055
Goods and services	4,593	240	1,721	6,554	6,554	-	100%	7,083	7,083
Catering: Departmental activities	64	(44)	-	20	20	-	100%	41	77
Communication	617	(247)	116	486	486	-	100%	302	437

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

3.1 Administration

		2014/15						2013/14		
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	
Current payments	51,118	(255)	1,721	52,584	52,584	-	100%	47,449	47,448	
Compensation of employees	46,525	(495)	-	46,030	46,030	-	100%	40,366	40,365	
Goods and services	4,593	240	1,721	6,554	6,554	-	100%	7,083	7,083	
Transfers and subsidies	160	270	11	441	440	1	100%	55	254	
Households	160	270	11	441	440	1	100%	55	254	
Payments for capital assets	36,800	-	-	36,800	-	36,800	-	1,116	1,056	
Buildings and other fixed structures	36,800	-	-	36,800	-	-	-	-	-	
Machinery and equipment	-	-	-	-	-	-	-	1,116	1,056	
Heritage assets	-	-	-	-	-	-	-	-	-	
Payments for financial assets	15	(15)	-	-	-	-	-	108	108	
Total	88,093	-	1,732	89,825	53,024	36,801	59%	48,728	48,866	

**DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015**

3.2 Financial Intervention									
2014/15									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Transfers and subsidies	99,306	61,811	-	161,117	156,956	4,161	97%	152,219	137,520
Provinces and municipalities	-	7,956	-	7,956	7,956	-	100%	42,550	-
Households	99,306	53,855	-	153,161	149,000	4,161	97%	109,669	137,520
Total	99,306	61,811	-	161,117	156,956	4,161	97%	152,219	137,520

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

3.3 Incremental Intervention										
2014/15										2013/14
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure	
Transfers and subsidies	R'000 1,085,408	R'000 (98,871)	R'000 -	R'000 986,537	R'000 952,659	R'000 33,878	% 97%	R'000 774,747	R'000 683,155	
Provinces and municipalities	-	-	-	-	-	-	-	111,988	24,500	
Households	1,085,408	(98,871)	-	986,537	952,659	33,878	97%	662,759	658,655	
Total	1,085,408	(98,871)	-	986,537	952,659	33,878	97%	774,747	683,155	

3.4 Social and Rental Intervention										
2014/15										2013/14
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure	
Transfers and subsidies	R'000 120,617	R'000 26,202	R'000 -	R'000 146,819	R'000 117,604	R'000 29,215	% 80%	R'000 165,081	R'000 171,997	
Households	120,617	26,202	-	146,819	117,604	29,215	80%	165,081	171,997	
Total	120,617	26,202	-	146,819	117,604	29,215	80%	165,081	171,997	

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

3.5 Rural Intervention									
2014/15									
2013/14									
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transfers and subsidies	22,629	10,858	-	33,487	30,360	3,127	91%	34,049	22,154
Households	22,629	10,858	-	33,487	30,360	3,127	91%	34,049	22,154
Total	22,629	10,858	-	33,487	30,360	3,127	91%	34,049	22,154

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

Programme 4: Housing Asset Management									
2014/15									
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Administration	3,651	-	-	3,651	3,651	-	100%	4,261	4,261
Total for sub programmes	3,651	-	-	3,651	3,651	-	100%	4,261	4,261
Economic classification									
Transfers and subsidies	3,651	-	-	3,651	3,651	-	100%	4,261	4,261
Public corporations and private enterprises	3,651	-	-	3,651	3,651	-	100%	4,261	4,261
Total	3,651	-	-	3,651	3,651	-	100%	4,261	4,261

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
APPROPRIATION STATEMENT
for the year ended 31 March 2015

4.1 Administration									
2014/15									
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transfers and subsidies	3,651	-	-	3,651	3,651	-	100%	4,261	4,261
Public corporations and private enterprises	3,651	-	-	3,651	3,651	-	100%	4,261	4,261
TOTAL	3,651	-	-	3,651	3,651	-	100%	4,261	4,261

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2015

- 1. Detail of transfers and subsidies as per Appropriation Act (after Virement):**
 Detail of these transactions can be viewed in the note on Transfers and subsidies, disclosure notes and Annexure 1 (A - H) to the Annual Financial Statements.
- 2. Detail of specifically and exclusively appropriated amounts voted (after Virement):**
 Detail of these transactions can be viewed in note 1 (Annual Appropriation) to the Annual Financial Statements.
- 3. Detail on payments for financial assets**
 Detail of these transactions per programme can be viewed in the note on Payments for financial assets to the Annual Financial Statements.
- 4. Explanations of material variances from Amounts Voted (after Virement):**

4.1 Per programme	Final Appropriation	Actual Expenditure	Variance R'000	Variance as a % of Final Appropriation
Administration	123,463	123,717	(254)	0%
Housing Needs, Research and Planning	328,180	319,432	8,748	3%
Housing Development	1,417,785	1,310,603	107,182	8%

The variance of R107 million is attributed to the funds that were received during the second adjustment on the financial year. An amount of R70 million is an addition to the Human Settlements Development Grant while an amount of R36.8 million is a top up funding for a previously allocated R273 million in respect of bulk services.

Housing Asset Management	3,651	3,651	-	0%
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DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2015

4.2 Per economic classification	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R'000	R'000
Current payments				
Compensation of employees	151,243	151,197	46	0%
Goods and services	51,090	51,089	1	0%
Transfers and subsidies				
Provinces and municipalities	281,002	281,002	-	0%
Departmental agencies and accounts				
Public corporations and private enterprises	3,651	3,651	-	0%
Households	1,320,909	1,250,527	70,382	5%
Payments for capital assets				
Buildings and other fixed structures	57,266	11,719	45,547	80%
Machinery and equipment	7,918	8,218	(300)	0%
4.3 Per conditional grant				
	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R'000	R'000
Human Settlements Development Grant	1,327,960	1,257,579	70,381	5%

DEPARTMENT OF HUMAN SETTLEMENTS)
VOTE 14
STATEMENT OF FINANCIAL PERFORMANCE
for the year ended 31 March 2015

REVENUE

Annual appropriation	<u>1</u>	1,871,313	1 341,012
Statutory appropriation	<u>2</u>	1,766	1,682
Departmental revenue	<u>3</u>	4,349	3,551
TOTAL REVENUE		1,877,428	1,346,245

EXPENDITURE**Current expenditure**

Compensation of employees	<u>4</u>	151,197	137,085
Goods and services	<u>5</u>	51,090	47,746
Total current expenditure		202,287	184,831

Transfers and subsidies

Transfers and subsidies	<u>7</u>	1,535,180	1,019,411
Total transfers and subsidies		1,535 180	1,019,411

Expenditure for capital assets

Tangible assets	<u>8</u>	19,936	13,784
Intangible assets	<u>8</u>	-	849
Total expenditure for capital assets		19,936	14,633

Payments for financial assets

	<u>6</u>	-	120
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TOTAL EXPENDITURE

		1,757,403	1,218,995
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SURPLUS/(DEFICIT) FOR THE YEAR

		120,325	127,250
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DEPARTMENT OF HUMAN SETTLEMENTS)
VOTE 14
STATEMENT OF FINANCIAL PERFORMANCE
for the year ended 31 March 2015

Reconciliation of Net Surplus/(Deficit) for the year

Voted funds	115,676	123 699
Annual appropriation	45,295	12,429
Conditional grants	70,381	111,270
Unconditional grants	-	-
Departmental revenue and NRF Receipts	<u>4,649</u>	<u>3,551</u>
SURPLUS/(DEFICIT) FOR THE YEAR	<u>120,325</u>	<u>127,250</u>

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DEPARTMENT OF HUMAN SETTLEMENTS)
VOTE 14
STATEMENT OF FINANCIAL POSITION
for the year ended 31 March 2015

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
ASSETS			
Current assets		116,691	124,304
Cash and cash equivalents	<u>9</u>	116,487	124,035
Receivables	<u>10</u>	204	269
Non-current assets		44	-
Receivables	<u>10</u>	44	-
TOTAL ASSETS		116,735	124,304
LIABILITIES			
Current liabilities		116,712	124,253
Voted funds to be surrendered to the Revenue Fund	<u>11</u>	115,676	123,699
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	<u>12</u>	915	475
Payables	<u>13</u>	121	79
TOTAL LIABILITIES		116,712	124,253
NET ASSETS		23	51
	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Represented by:			
Recoverable revenue		23	51
TOTAL		23	51

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
STATEMENT OF CHANGES IN NET ASSETS
for the year ended 31 March 2015

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Recoverable revenue			
Opening balance		51	31
Transfers:		(28)	20
Irrecoverable amounts written off	<u>6.1</u>	-	(9)
Debts recovered (included in departmental receipts)		(64)	(31)
Debts raised		36	60
Closing balance		23	51
TOTAL		23	51

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
CASH FLOW STATEMENT
for the year ended 31 March 2015

	<i>Note</i>	2014/15 R'000	2013/14 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		1,877,337	1,346,183
Annual appropriated funds received	<u>1.1</u>	1,871,313	1,341,012
Statutory appropriated funds received	<u>2</u>	1,766	1,682
Departmental revenue received	<u>3</u>	544	1,533
Interest received	<u>3.3</u>	3,714	1,956
Net (increase)/decrease in working capital		63	191
Surrendered to Revenue Fund		(127,908)	(36,389)
Current payments		(202,287)	(184,831)
Payments for financial assets		-	(120)
Transfers and subsidies paid		(1,535,180)	(1,019,411)
Net cash flow available from operating activities	<u>14</u>	12,025	105,623
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	<u>8</u>	(19,936)	(14,633)
Proceeds from sale of capital assets	<u>3.3</u>	391	62
Net cash flows from investing activities		(19,545)	(14,571)
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/(decrease) in net assets		(28)	20
Net cash flows from financing activities		(28)	20
Net increase/(decrease) in cash and cash equivalents		(7,548)	91,072
Cash and cash equivalents at beginning of period		124,035	32,963
Cash and cash equivalents at end of period	<u>15</u>	116,487	124,035

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
ACCOUNTING POLICIES
for the year ended 31 March 2015

Summary of significant accounting policies

The financial statements have been prepared in accordance with the following policies, which have been applied consistently in all material aspects, unless otherwise indicated.

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

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

1	Basis of preparation The financial statements have been prepared in accordance with the Modified Cash Standard.
2	Going concern The financial statements have been prepared on a going concern basis.
3	Presentation currency Amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department.
4	Rounding Unless otherwise stated financial figures have been rounded to the nearest one thousand Rand (R'000).
5	Foreign currency translation Cash flows arising from foreign currency transactions are translated into South African Rands using the exchange rates prevailing at the date of payment / receipt.
6	Comparative information
6.1	Prior period comparative information Prior period comparative information has been presented in the current year's financial statements. Where necessary figures included in the prior period financial statements have been reclassified to ensure that the format in which the information is presented is consistent with the format of the current year's financial statements.
6.2	Current year comparison with budget A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.

7	Revenue
7.1	<p>Appropriated funds</p> <p>Appropriated funds comprises of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation).</p> <p>Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective. Adjustments made in terms of the adjustments budget process are recognised in the statement of financial performance on the date the adjustments become effective.</p> <p>The net amount of any appropriated funds due to / from the relevant revenue fund at the reporting date is recognised as a payable / receivable in the statement of financial position.</p>
7.2	<p>Departmental revenue</p> <p>Departmental revenue is recognised in the statement of financial performance when received and is subsequently paid into the relevant revenue fund, unless stated otherwise.</p> <p>Any amount owing to the relevant revenue fund at the reporting date is recognised as a payable in the statement of financial position.</p>
7.3	<p>Accrued departmental revenue</p> <p>Accruals in respect of departmental revenue (excluding tax revenue) are recorded in the notes to the financial statements when:</p> <ul style="list-style-type: none"> • it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and • the amount of revenue can be measured reliably. <p>The accrued revenue is measured at the fair value of the consideration receivable.</p> <p>Accrued tax revenue (and related interest and / penalties) is measured at amounts receivable from collecting agents.</p>
8	Expenditure
8.1	Compensation of employees
8.1.1	<p>Salaries and wages</p> <p>Salaries and wages are recognised in the statement of financial performance on the date of payment.</p>
8.1.2	<p>Social contributions</p> <p>Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment.</p> <p>Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.</p>
8.2	<p>Other expenditure</p> <p>Other expenditure (such as goods and services, transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment. The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold.</p>
8.3	<p>Accrued expenditure payable</p> <p>Accrued expenditure payable is recorded in the notes to the financial statements when the goods are received or, in the case of services, when they are rendered to the department.</p> <p>Accrued expenditure payable is measured at cost.</p>

8.4	Leases
8.4.1	<p>Operating leases</p> <p>Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment.</p> <p>The operating lease commitments are recorded in the notes to the financial statements.</p>
8.4.2	<p>Finance leases</p> <p>Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment.</p> <p>The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions.</p> <p>Finance lease assets acquired at the end of the lease term are recorded and measured at the lower of:</p> <ul style="list-style-type: none"> • cost, being the fair value of the asset; or • the sum of the minimum lease payments made, including any payments made to acquire ownership at the end of the lease term, excluding interest.
9	Aid Assistance
9.1	<p>Aid assistance received</p> <p>Aid assistance received in cash is recognised in the statement of financial performance when received. In-kind aid assistance is recorded in the notes to the financial statements on the date of receipt and is measured at fair value.</p> <p>Aid assistance not spent for the intended purpose and any unutilised funds from aid assistance that are required to be refunded to the donor are recognised as a payable in the statement of financial position.</p>
9.2	<p>Aid assistance paid</p> <p>Aid assistance paid is recognised in the statement of financial performance on the date of payment. Aid assistance payments made prior to the receipt of funds are recognised as a receivable in the statement of financial position.</p>
10	<p>Cash and cash equivalents</p> <p>Cash and cash equivalents are stated at cost in the statement of financial position.</p> <p>Bank overdrafts are shown separately on the face of the statement of financial position.</p> <p>For the purposes of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.</p>
11	<p>Prepayments and advances</p> <p>Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash.</p> <p>Prepayments and advances are initially and subsequently measured at cost.</p> <p><i><Indicate when prepayments are expensed and under what circumstances.></i></p>
12	<p>Loans and receivables</p> <p>Loans and receivables are recognised in the statement of financial position at cost plus accrued interest, where interest is charged, less amounts already settled or written-off.</p>
13	<p>Investments</p> <p>Investments are recognised in the statement of financial position at cost.</p>

14	<p>Impairment of financial assets</p> <p>Where there is an indication of impairment of a financial asset, an estimation of the reduction in the recorded carrying value, to reflect the best estimate of the amount of the future economic benefits expected to be received from that asset, is recorded in the notes to the financial statements.</p>
15	<p>Payables</p> <p>Loans and payables are recognised in the statement of financial position at cost.</p>
16	<p>Capital Assets</p>
16.1	<p>Immovable capital assets</p> <p>Immovable capital assets are initially recorded in the notes to the financial statements at cost. Immovable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition.</p> <p>Where the cost of immovable capital assets cannot be determined accurately, the immovable capital assets are measured at R1 unless the fair value of the asset has been reliably estimated, in which case the fair value is used.</p> <p>All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.</p> <p>Immovable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.</p> <p>Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the immovable asset is recorded by another department in which case the completed project costs are transferred to that department.</p>
16.2	<p>Movable capital assets</p> <p>Movable capital assets are initially recorded in the notes to the financial statements at cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition.</p> <p>Where the cost of movable capital assets cannot be determined accurately, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R1.</p> <p>All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.</p> <p>Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.</p> <p>Biological assets are subsequently carried at fair value.</p> <p>Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the movable asset is recorded by another department/entity in which case the completed project costs are transferred to that department.</p>
16.3	<p>Intangible assets</p> <p>Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition.</p> <p>Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project.</p> <p>Where the cost of intangible assets cannot be determined accurately, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R1.</p> <p>All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.</p> <p>Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment.</p> <p>Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the intangible asset is recorded by another department/entity in which case the completed project costs are transferred to that department.</p>

17	Provisions and Contingents
17.1	<p>Provisions</p> <p>Provisions are recorded in the notes to the financial statements when there is a present legal or constructive obligation to forfeit economic benefits as a result of events in the past and it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate of the obligation can be made. The provision is measured as the best estimate of the funds required to settle the present obligation at the reporting date.</p>
17.2	<p>Contingent liabilities</p> <p>Contingent liabilities are recorded in the notes to the financial statements when there is a possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department or when there is a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation or the amount of the obligation cannot be measured reliably</p>
17.3	<p>Contingent assets</p> <p>Contingent assets are recorded in the notes to the financial statements when a possible asset arises from past events, and whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department</p>
17.4	<p>Commitments</p> <p>Commitments are recorded at cost in the notes to the financial statements when there is a contractual arrangement or an approval by management in a manner that raises a valid expectation that the department will discharge its responsibilities thereby incurring future expenditure that will result in the outflow of cash</p>
18	<p>Unauthorised expenditure</p> <p>Unauthorised expenditure is recognised in the statement of financial position until such time as the expenditure is either:</p> <ul style="list-style-type: none"> • approved by Parliament or the Provincial Legislature with funding and the related funds are received; or • approved by Parliament or the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or • transferred to receivables for recovery. <p>Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure.</p>
19	<p>Fruitless and wasteful expenditure</p> <p>Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the total value of the fruitless and or wasteful expenditure incurred.</p> <p>Fruitless and wasteful expenditure is removed from the notes to the financial statements when it is resolved or transferred to receivables for recovery.</p> <p>Fruitless and wasteful expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.</p>
20	<p>Irregular expenditure</p> <p>Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of the irregular expenditure incurred unless it is impracticable to determine, in which case reasons therefor are provided in the note.</p> <p>Irregular expenditure is removed from the note when it is either condoned by the relevant authority, transferred to receivables for recovery or not condoned and is not recoverable.</p> <p>Irregular expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.</p>

21	<p>Changes in accounting policies, accounting estimates and errors</p> <p>Changes in accounting policies that are effected by management have been applied retrospectively in accordance with MCS requirements, except to the extent that it is impracticable to determine the period-specific effects or the cumulative effect of the change in policy. In such instances the department shall restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.</p> <p>Changes in accounting estimates are applied prospectively in accordance with MCS requirements.</p> <p>Correction of errors is applied retrospectively in the period in which the error has occurred in accordance with MCS requirements, except to the extent that it is impracticable to determine the period-specific effects or the cumulative effect of the error. In such cases the department shall restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.</p>
22	<p>Events after the reporting date</p> <p>Events after the reporting date that are classified as adjusting events have been accounted for in the financial statements. The events after the reporting date that are classified as non-adjusting events after the reporting date have been disclosed in the notes to the financial statements.</p>
23	<p>Agent-Principal arrangements</p> <p><i>[Insert a description of the nature, circumstances and terms related to agency-principal arrangements and refer to the relevant note to the financial statements]</i></p>
24	<p>Departures from the MCS requirements</p> <p><i>Management has concluded that the financial statements present fairly the department's primary and secondary information; that the department complied with the Standard except that it has departed from a particular requirement to achieve fair presentation; and the requirement from which the department has departed, the nature of the departure and the reason for departure.</i></p>
25	<p>Capitalisation reserve</p> <p>The capitalisation reserve comprises of financial assets and/or liabilities originating in a prior reporting period but which are recognised in the statement of financial position for the first time in the current reporting period. Amounts are recognised in the capitalisation reserves when identified in the current period and are transferred to the National/Provincial Revenue Fund when the underlying asset is disposed and the related funds are received</p>
26	<p>Recoverable revenue</p> <p>Amounts are recognised as recoverable revenue when a payment made in a previous financial year becomes recoverable from a debtor in the current financial year. Amounts are either transferred to the National/Provincial Revenue Fund when recovered or are transferred to the statement of financial performance when written-off.</p>
27	<p>Related party transactions</p> <p>A related party transaction is a transfer of resources, services or obligations between the reporting entity and a related party. Related party transactions are recorded in the notes to the financial statements when the transaction is not at arm's length.</p>
28	<p>Inventories</p> <p>At the date of acquisition, inventories are recorded at cost price in the notes to the financial statements</p> <p>Where inventories are acquired as part of a non-exchange transaction, the cost of inventory is its fair value at the date of acquisition.</p> <p>Inventories are subsequently measured at the lower of cost and net realisable value or the lower of cost and replacement value.</p>

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

1. Annual Appropriation

1.1 Annual Appropriation

Included are funds appropriated in terms of the Appropriation Act (and the Adjustments Appropriation Act) for National Departments (Voted funds) and Provincial Departments:

	2014/15		2013/14	
	Final Appropriation	Actual Funds Received	Funds not requested/ not received	Appropriation received
	R'000	R'000	R'000	R'000
Administration	121,697	121,697	-	110,077
Housing Needs, Research and Planning	328,180	328,180	-	51,850
Housing Development	1,417,785	1,417,785	-	1,174,824
Housing Asset Management	3,651	3,651	-	4,261
Total	1,871,313	1,871,313	-	1,341,012

1.2 Conditional grants

Note

	2014/15	2013/14
	R'000	R'000
Total grants received	46 1,327,960	1,126,096

2. Statutory Appropriation

	2014/15	2013/14
	R'000	R'000
Members' remuneration	1,766	1,682
Total	1,766	1,682
Actual Statutory Appropriation received	1,766	1,682

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

3. Departmental revenue

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Tax revenue			
Sales of goods and services other than capital assets	3.1	111	103
Interest, dividends and rent on land	3.2	3,714	1,956
Sales of capital assets	3.3	391	62
Transactions in financial assets and liabilities	3.4	433	1,430
Total revenue collected		4,649	3,551
Less: Own revenue included in appropriation		-	-
Departmental revenue collected		4,649	3,551

3.1 Sales of goods and services other than capital assets

	<i>Note</i>	2014/15	2013/14
	<u>3</u>	R'000	R'000
Sales of goods and services produced by the department		111	103
Sales by market establishment		111	103
Total		111	103

3.2 Interest, dividends and rent on land

	<i>Note</i>	2014/15	2013/14
	<u>3</u>	R'000	R'000
Interest		3,714	1,956
Total		3,714	1,956

3.3 Sale of capital assets

	<i>Note</i>	2014/15	2013/14
	<u>3</u>	R'000	R'000
Tangible assets		391	62
Machinery and equipment	26	391	62
Total		391	62

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

3.4 Transactions in financial assets and liabilities

	<i>Note</i>	2014/15	2013/14
	3	R'000	R'000
Other Receipts including Recoverable Revenue		433	1,430
Total		433	1,430

4. Compensation of employees

4.1 Salaries and Wages

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Basic salary		103,818	92,984
Performance award		2,329	1,750
Service Based		48	118
Compensative/circumstantial		5,588	3,684
Other non-pensionable allowances		20,350	18,297
Total		132,133	116,833

4.2 Social contributions

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Employer contributions			
Pension		13,170	14,463
Medical		5,869	5,767
Bargaining council		25	22
Total		19,064	20,252
Total compensation of employees		151,197	137,085
Average number of employees		388	377

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

5. Goods and services

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Administrative fees		24	17
Advertising		604	681
Minor assets	5.1	469	593
Catering		205	333
Communication		4,192	4,036
Computer services	5.2	102	421
Consultants: Business and advisory services		246	418
Legal services		45	553
Contractors		61	71
Audit cost – external	5.3	5,133	4,595
Fleet services		5,587	4,570
Consumables	5.4	2,356	2,800
Operating leases		8,404	5,010
Property payments	5.5	2,846	3,205
Travel and subsistence	5.6	18,736	17,878
Venues and facilities		380	463
Training and development		546	1,348
Other operating expenditure	5.7	1,154	754
Total		51,090	47,746

5.1 Minor assets

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Tangible assets			
Machinery and equipment		469	593
Total		469	593

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

5.2 Computer services

	<i>Note</i>	2014/15	2013/14
	<u>5</u>	R'000	R'000
SITA computer services		102	420
External computer service providers		-	1
Total		102	421

5.3 Audit cost – External

	<i>Note</i>	2014/15	2013/14
	<u>5</u>	R'000	R'000
Regularity audits		5,133	4,595
Total		5,133	4,595

5.4 Consumables

	<i>Note</i>	2014/15	2013/14
	<u>5</u>	R'000	R'000
Consumable supplies		348	588
Uniform and clothing		57	69
Household supplies		281	502
Building material and supplies		-	17
Other consumables		10	-
Stationery, printing and office supplies		2,008	2,212
Total		2,356	2,800

5.5 Property payments

	<i>Note</i>	2014/15	2013/14
	<u>5</u>	R'000	R'000
Municipal services		2,304	2,316
Property maintenance and repairs		229	425
Other		313	464
Total		2,846	3,205

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

5.6 Travel and subsistence

	<i>Note</i>	2014/15	2013/14
	<u>5</u>	R'000	R'000
Local		18,620	17,817
Foreign		116	61
Total		18,736	17,878

5.7 Other operating expenditure

	<i>Note</i>	2014/15	2013/14
	<u>5</u>	R'000	R'000
Professional bodies, membership and subscription fees		13	21
Resettlement costs		62	108
Other		1,079	625
Total		1,154	754

The amount of R 1,079 Million is a combination of courier & delivery (R1,000.00), non-life insurance on subsidized vehicles (R1, 054 Million) and printing and publications (R24,000.00)

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

6. Payments for financial assets

	Note	2014/15	2013/14
		R'000	R'000
Debts written off	6.1	-	120
Total		-	120

6.1 Debts written off

	Note	2014/15	2013/14
	6	R'000	R'000
Recoverable revenue written off			
Ex-employees		-	9
Total		-	9
Other debt written off			
Suppliers		-	84
Ex-employees		-	27
Total		-	111
Total debt written off		-	120

7. Transfers and subsidies

		2014/15	2013/14
		R'000	R'000
	<i>Note</i>		
Provinces and municipalities	32	281,002	154,038
Departmental agencies and accounts	<i>Annex 1A</i>	-	24
Public corporations and private enterprises	<i>Annex 1B</i>	3,651	4,261
Households	<i>Annex 1C</i>	1,250,527	861,088
Total		1,535,180	1 019,411

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8. Expenditure for capital assets

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Tangible assets		19,636	13,784
Buildings and other fixed structures	28	11,719	5,222
Machinery and equipment	26	8,218	8,562
Intangible assets		-	849
Software	27	-	849
Total		19,936	14,633

8.1

Analysis of funds utilised to acquire capital assets – 2014/15

	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible assets	19,936	-	19,936
Buildings and other fixed structures	11,719	-	11,719
Machinery and equipment	8,218	-	8,218
Total	19,936	-	19,936

8.2 Analysis of funds utilised to acquire capital assets – 2013/14

	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible assets	13 784	-	13 784
Buildings and other fixed structures	5,222	-	5,222
Machinery and equipment	8,562	-	8,562
Intangible assets	849	-	849
Software	849	-	849
Total	14,633	-	14,633

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9. Cash and cash equivalents

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Consolidated Paymaster General Account		116,487	124,035
Total		116,487	124,035

10. Receivables

	<i>Note</i>	2014/15			2013/14	
		R'000	R'000	R'000	R'000	R'000
		Less than one year	One to three years	Older than three years	Total	Total
Recoverable expenditure	10.1	5	-	-	5	2
Staff debt	10.2	199	44	-	243	267
Total		204	44	-	248	269

10.1 Recoverable expenditure (disallowance accounts)

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Sal: Tax Debt	10	5	2
Total		5	2

10.2 Staff debt

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Employees	10	19	41
Ex-employees		224	226
Total		243	267

11. Voted funds to be surrendered to the Revenue Fund

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Opening balance		123,699	32 924
Transfer from statement of financial performance (as restated)		115,676	123,699
Paid during the year		(123,699)	(32,924)
Closing balance		115,676	123,699

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

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Opening balance		475	389
Transfer from Statement of Financial Performance (as restated)		4,649	3,551
Paid during the year		(4,209)	(3,465)
Closing balance		915	475

13. Payables – current

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Clearing accounts	<u>13.1</u>	121	79
Total		121	79

13.1 Clearing accounts

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Sal: Income Tax		119	77
Sal: Pension Fund	13	2	2
Total		121	79

14. Net cash flow available from operating activities

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Net surplus/(deficit) as per Statement of Financial Performance		120,325	127,250
Add back non cash/cash movements not deemed operating activities		(108,300)	(21,627)
(Increase)/decrease in receivables – current		21	112
Increase/(decrease) in payables – current		42	79
Proceeds from sale of capital assets		(91)	(62)
Expenditure on capital assets		19,636	14,633
Surrenders to Revenue Fund		(127,908)	(36,389)
Net cash flow generated by operating activities		12,025	105,623

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

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Consolidated Paymaster General account		116,487	124,035
Total		116,487	124,035

16. Contingent liabilities

16.1 Contingent liabilities

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Liable to Nature			
Housing loan guarantees Employees	<i>Annex 2A</i>	184	307
Claims against the department	<i>Annex 2B</i>	5,889	1,039
Total		6,073	1,346

17. Commitments

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Current expenditure			
Approved and contracted		-	5
Capital expenditure			
Approved and contracted		2,045,096	1,117,748
Approved but not yet contracted(Retentions)		-	-
		2,045,096	1,117,748
Total Commitments		2,045,096	1,117,753

Commitments later than 1 year

Included in the commitments are multiyear projects beyond 2015/16 financial year amounting to R670,337,005.83

DEPARTMENT OF HUMAN SETTLEMENTS
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18. Accruals and payables not recognised

	2014/15			2013/14	
	R'000			R'000	
Listed by economic classification					
	30 Days	30+ Days	Total	Total	
Goods and services	1,782	7	1,789	1,158	
Transfers and subsidies	53,849	26,340	80,189	5,160	
Total	55,631	26,347	81,978	6,318	
	<i>Note</i>			2014/15	2013/14
				R'000	R'000
Listed by programme level					
Administration				1,252	860
Housing Needs, Research and Planning				144	180
Housing Development				80,582	5,278
Total				81,998	6,318
	<i>Note</i>			2014/15	2013/14
				R'000	R'000
Confirmed balances with other departments				-	62
Total				-	62

19. Employee benefits

	2014/15		2013/14	
	R'000		R'000	
Leave entitlement	8,331		8,814	
Service bonus (Thirteenth cheque)	4,455		4,035	
Performance awards	2,237		2,376	
Capped leave commitments	6,613		6,589	
Long Service Awards	62		-	
Total	21,698		21,814	

Included in the amount of leave entitlement is an amount of R41,000 for negative leave. The Performance award is calculated at 1.5% of the 2014/15 financial year wage bill amounting to R149,164,000

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20. Lease commitments

20.1 Operating leases expenditure

	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
2014/15					
Not later than 1 year	-	-	5,517	506	6,023
Later than 1 year and not later than 5 years	-	-	7,005	396	7,401
Total lease commitments	-	-	12,522	902	13,424

	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
2013/14					
Not later than 1 year	-	-	7,477	49	7,926
Later than 1 year and not later than 5 years	-	-	12,522	352	12,87
Total lease commitments	-	-	19,999	801	20,800

20.2 Finance leases expenditure**

	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
2014/15					
Not later than 1 year	-	-	-	60	60
Later than 1 year and not later than 5 years	-	-	-	23	23
Total lease commitments	-	-	-	83	83

	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
2013/14					
Not later than 1 year	-	-	-	45	45
Later than 1 year and not later than 5 years	-	-	-	9	9
Total lease commitments	-	-	-	54	54

**DEPARTMENT OF HUMAN SETTLEMENTS
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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21. Accrued departmental revenue

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Other		-	4,178
Total		<u>-</u>	<u>4,178</u>

21.1 Analysis of accrued departmental revenue

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Opening balance		4,178	4,397
Less: amounts received		-	640
Add: amounts recognised		-	421
Less: amount reversed		(4,178)	-
Closing balance		<u>-</u>	<u>4,178</u>

22. Irregular expenditure

22.1 Reconciliation of irregular expenditure

	<i>Note</i>	2014/15	2013/14
		R'000	R'000
Opening balance		1,541	
Add: Irregular expenditure – relating to prior year		-	768
Add: Irregular expenditure – relating to current year		78,847	773
Closing balance		<u>80,388</u>	<u>1,541</u>
Analysis of awaiting condonation per age classification			
Current year		78,847	773
Prior years		1,541	768
Total		<u>80,388</u>	<u>1,541</u>

Note: The irregular expenditure as disclosed above relates to non-compliance to Supply Chain Management Regulations. The Department will institute a formal investigation into this irregular procurement.

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22.2 Details of irregular expenditure -current ear

Incident	Disciplinary steps taken/ criminal proceedings	2014/15 R'000
Non-compliance to SCM regulations (RIU) projects		78,847
Total		78,847

23. Fruitless and wasteful expenditure

23.1 Reconciliation of fruitless and wasteful expenditure

	<i>Note</i>	2014/5 R'000	2013/14 R'000
Opening balance		10	10
Fruitless and wasteful expenditure – relating to prior year		-	-
Fruitless and wasteful expenditure – relating to current year		-	-
Less: Amounts resolved		-	-
Less: Amounts transferred to receivables for recovery	15.6	-	-
Fruitless and wasteful expenditure awaiting resolution		10	10

23.2 Analysis of awaiting resolution per economic classification

	2014/15 R'000	2013/14 R'000
Current	-	10
Capital		
Transfers and subsidies		
Total	-	10

24. Related party transactions

During the year the Department received services from the Department of Public Works, Roads and Transport which are related to the Department. The Department of Human Settlements occupies part of Building 6 and 7 at the Government Complex in the Province free of charge, which is provided by the Department of Public Works, Roads and Transport.

The Department also received services for the Audit Committee and Internal Audit through the shared services in the Office of the Premier. These services were free of charge to the Department of Human Settlements.

The Department also received services for the Information Technology from the Provincial Department of Finance for the shared services for data lines and support. These services were free of charge to the Department of Human Settlements.

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25. Key management personnel

	No. of Individuals	2014/15 R'000	2013/14 R'000
Political office bearers (provide detail below)	1	1,665	1,712
Officials:			
Level 15 to 16	1	1,154	1,231
Level 14 (incl. CFO if at a lower level)	5	4,984	4,155
Total		7,803	7,098

26. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015

	Opening balance R'000	Additions R'000	Disposals R'000	Closing Balance R'000
MACHINERY AND EQUIPMENT	29,035	9,299	2,514	35,825
Transport assets	15,109	7,190	2,275	20,024
Computer equipment	8,177	786	137	8,826
Furniture and office equipment	4,929	1,205	102	6,032
Other machinery and equipment	820	118	-	938
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	29,035	9,299	2,514	35,820

Movable Tangible Capital Assets under investigation

	Number	Value R'000
Included in the above total of the movable tangible capital assets per the asset register are assets that are under investigation:		
Machinery and equipment	5	80

The assets were reported lost and the Loss and Disposal Officer is investigating such cases for possible recovery from the officials affected and/or disciplinary action.

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26.1 Additions

ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015

	Cash*	Non-cash**	(Capital Work in Progress current costs and finance lease payments)	Received current, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	8,218	1,081	-	-	9,299
Transport assets	6,117	1,073	-	-	7,190
Computer equipment	778	8	-	-	786
Furniture and office equipment	1,205	-	-	-	1,205
Other machinery and equipment	118	-	-	-	118
TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS	8,218	1,081	-	-	9,299

26.2 Disposals

DISPOSALS OF MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015

	Sold for cash	Transfer out or destroyed or scrapped	Total disposals	Cash Received Actual
	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	1,343	1,171	2,514	391
Transport assets	1,343	932	2,275	391
Computer equipment	-	137	137	-
Furniture and office equipment	-	102	102	-
TOTAL DISPOSAL OF MOVABLE TANGIBLE CAPITAL ASSETS	1,343	1,171	2,514	391

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26.3 Movement for 2013/14
MOVEMENT IN TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2014

	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	21,565	(15)	8,742	1,257	29,035
Transport assets	9,910	-	6,179	980	15,109
Computer equipment	7,069	-	1,300	192	8,177
Furniture and office equipment	4,337	-	677	85	4,929
Other machinery and equipment	249	(15)	586	-	820
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	21,565	(15)	8,742	1,257	29,035

26.3.1 Prior period error

<i>Note</i>	2013/14
26.3	R'000

Nature of prior period error

Relating to 2013/14	(15)
	(15)
Total	(15)

26.4 Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2015

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	1	-	5,799	-	5,800
Additions	-	-	-	469	-	469
Disposals	-	-	-	421	-	421
TOTAL MINOR ASSETS	-	1	-	5,847	-	5,848

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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Minor Capital Assets under investigation

Number **Value**
R'000

Included in the above total of the minor capital assets per the asset register are assets that are under investigation:

Machinery and equipment	1	1
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The assets were reported lost and the Loss and Disposal Officer is investigating such cases for possible recovery from the officials affected and/or disciplinary action.

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	-	-	-
Number of minor assets at cost	-	1	-	2 780	-	2 781
TOTAL NUMBER OF MINOR ASSETS	-	1	-	2 780	-	2 781

MOVEMENT IN IMINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2014

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Opening balance	-	1	-	5,702	-	5,702
Prior period error	-	-	-	(1)	-	(1)
Additions	-	-	-	593	-	593
Disposals	-	-	-	494	-	494
TOTAL NUMBER OF MINOR ASSETS	-	1	-	5,799	-	5,800

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	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	-	-	-
Number of minor assets at cost	-	1	-	2,958	-	2,959
TOTAL NUMBER OF MINOR ASSETS	-	1	-	2,958	-	2,959

26.4.1 Prior period error

	<i>Note</i>	2013/14
	26.4	R'000
Nature of prior period error		
Relating to 2013/14		(1)
Minor assets overstated due to rounding off of figures		(1)
Total		(1)

27. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015

	Opening balance	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000
SOFTWARE	962	-	-	962
TOTAL INTANGIBLE CAPITAL ASSETS	962	-	-	962

27.1 Movement for 2013/14

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2014

	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
SOFTWARE	113	-	849	-	962
TOTAL INTANGIBLE CAPITAL ASSETS	113	-	849	-	962

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28. Immovable Tangible Capital Assets

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015

	Opening balance	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	15	-	-	15
Other fixed structures	15	-	-	15
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	15	-	-	15

28.1 Additions

ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015

	Cash	Non-cash	(Capital Work in Progress current costs and finance lease payments)	Received current, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
BUILDING AND OTHER FIXED STRUCTURES					
Other fixed structures	11,719	-	(11,719)	-	-
TOTAL ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS	11,719	-	(11,719)	-	-

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28.2 Movement for 2013/14

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2014

	Opening balance R'000	Prior period error R'000	Additions R'000	Disposals R'000	Closing Balance R'000
BUILDINGS AND OTHER FIXED STRUCTURES	-	15	-	-	15
Other fixed structures	-	15	-	-	15
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	-	15	-	-	15

28.2.1 Prior period error

	<i>Note</i>	2013/14 R'000
Nature of prior period error		
Relating to 2013/14	28.2	15
Misclassification of asset		15
Total		15

Other fixed structures incorrectly classified as Movable Tangible Capital Assets (Other Machinery and Equipment)

29. Prior period errors

29.1 Correction of prior period errors

	<i>Note</i>	2013/14 R'000
Expenditure: Goods and services		
Minor assets		(1)
Net effect		(1)

Minor assets were overstated due to rounding off of figures.

DEPARTMENT OF HUMAN SETTLEMENTS
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	<i>Note</i>	2013/14
		R'000
Assets: (E.g. Receivables, Investments, Accrued departmental revenue, Movable tangible capital assets, etc.)		
Movable tangible capital assets		-15
Other fixed structures		15
Accrued departmental revenue		(4,178)
Net effect		(4,178)

<i>Incorrect classification of assets</i>

**DEPARTMENT OF HUMAN SETTLEMENTS
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30. STATEMENT OF CONDITIONAL GRANTS RECEIVED

NAME OF DEPARTMENT	GRANT ALLOCATION					SPENT			2013/14		
	Division of Revenue Act/ Provincial Grants	Roll Overs	DORA Adjustments	Other Adjustments	Total Available	Amount received by department	Amount spent by department	Under / (Overspending)	% of available funds spent by department	Division of Revenue Act	Amount spent by department
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Human Settlements Development	1,146,690	111,270	70,000	-	1,327,960	1,327,960	1,257,579	70,381	95%	1,123,766	1,012,496
Housing Disaster Relief	-	-	-	-	-	-	-	-	-	2,330	2,330
	1,146,690	111,270	70,000	-	1,327,960	1,327,960	1,257,579	70,381	95%	1,126,096	1,014,826

**DEPARTMENT OF HUMAN SETTLEMENTS
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ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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31. STATEMENT OF CONDITIONAL/UNCONDITIONAL GRANTS PAID TO MUNICIPALITIES

NAME OF MUNICIPALITY	GRANT ALLOCATION					TRANSFER		
	Division of Revenue Act R'000	Roll Overs R'000	Adjustments R'000	Total Available	Actual Transfer R'000	Funds Withheld	Re-allocations by National Treasury or National Department	%
Mbombela Municipality	80,035	-	11	80,046	80,046	-	-	-
eMalahleni Municipality	40,000	-	-	40,000	40,000	-	-	-
Lekwa Municipality	20,000	-	-	20,000	20,000	-	-	-
Govan Mbeki Municipality	59,000	-	-	59,000	59,000	-	-	-
Bushbuckridge Municipality	74,000	-	-	74,000	74,000	-	-	-
Steve Tshwete Municipality	2,000	-	5,956	7,956	7,956	-	-	-
	273,035	-	5,967	281,002	281,002	-	-	-

National Departments are reminded of the DORA requirements to indicate any re-allocations by the National Treasury or the transferring department, certify that all transfers in terms of this Act were deposited into the primary bank account of a province or, where appropriate, into the CPD account of a province as well as indicate the funds utilised for the administration of the receiving officer.

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UNAUDITED ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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**ANNEXURE 1B
STATEMENT OF TRANSFERS/SUBSIDIES TO PUBLIC CORPORATIONS AND PRIVATE ENTERPRISES**

NAME OF PUBLIC CORPORATION/PRIVATE ENTERPRISE	TRANSFER ALLOCATION				EXPENDITURE			20XXYY Appropriation Act	
	Adjusted Appropriation Act	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	Capital		Current
	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
Public Corporations									
Mbombela Housing Association	913	-	-	913	913	100%	-	-	4,261
Govan Mbeki Housing Company	1,095	-	-	1,095	1,095	100%			
Steve Tshwete Housing Association	1,643	-	-	1,643	1,643	100%			
Total	3,651	-	-	3,651	3,651	100%	-	-	4,261

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UNAUDITED ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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**ANNEXURE 1C
STATEMENT OF TRANSFERS TO HOUSEHOLDS**

HOUSEHOLDS	TRANSFER ALLOCATION				EXPENDITURE			2013/14 Appropriation Act R'000
	Adjusted Appropriation Act R'000	Roll Overs R'000	Adjust-ments R'000	Total Available R'000	Actual Transfer R'000	% of Available funds Transferred %		
Human Settlements Development Grant	1,146,690	111,270	70,000	1,327,960	1,249,623	94%	971,558	
H/H Empl S/Ben: Leave Gratuity	259	-	642	901	901	100%	101	
H/H Empl S/Ben: Injury on duty	4	-	-	4	4	100%	-	
Total	1,146,953	111,270	70,642	1,328,865	1,250,527	94%	971,659	

ANNEXURE 1D

STATEMENT OF ACTUAL MONTHLY EXPENDITURE PER GRANT

Grant Type	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total R'000
	2014 R'000	2014 R'000	2014 R'000	2014 R'000	2014 R'000	2014 R'000	2014 R'000	2014 R'000	2014 R'000	2015 R'000	2015 R'000	2015 R'000	
Human Settlements Development Grant	21,540	95,063	124,250	95,154	93,509	169,156	148,589	114,977	154,844	(26,419)	151,502	115,414	1,257,579
Total	21,540	95,063	124,250	95,154	93,509	169,156	148,589	114,977	154,844	(26,419)	151,502	115,414	1,257,579

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
UNAUDITED ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

ANNEXURE 2A
STATEMENT OF FINANCIAL GUARANTEES ISSUED AS AT 31 MARCH 2015 – LOCAL

Guarantor institution	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1 April 2014	Guarantees draw downs during the year	Guarantees repayments/ cancelled/ reduced/ released during the year	Revaluations	Closing balance 31 March 2015	Guaranteed interest for year ended 31 March 2015	Realised losses not recoverable i.e. claims paid out
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Standard Bank	Housing Loans	-	121	-	61	-1	60	-	-
Nedbank Ltd	Housing Loans	-	24	-	-	17	41	-	-
First Rand Bank Ltd	Housing Loans	-	21	-	-	-	21	-	-
Peoples Bank									
First National Bank	Housing Loans	-	27	-	-	-	27	-	-
Mpumalanga	Housing Loans	-	16	-	-	-	16	-	-
Housing Finance Company	Housing Loans	-	98	-	79	-	19	-	-
TOTAL		-	307	-	139	16	184	-	-

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
UNAUDITED ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

ANNEXURE 2B
STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2015

Nature of Liability	Opening Balance 1 April 2014 R'000	Liabilities incurred during the year R'000	Liabilities paid/ cancelled/ reduced during the year R'000	Liabilities recoverable (Provide details hereunder) R'000	Closing Balance 31 March 2015 R'000
Claims against the department					
Civil Projects Engineers	344	-	-	-	344
Karabo Developers	415	-	-	-	415
Mr J vd Merwe	150	-	150	-	-
Noko Multi-Media	130	-	-	-	130
Inkwindla Projects	-	5,000	-	-	5,000
TOTAL	1,039	5,000	150	-	5,889

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
UNAUDITED ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

ANNEXURE 3
INTER-GOVERNMENT PAYABLES

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL		Cash in transit at year end 20YY/15 *	
	31/03/2015	31/03/2014	31/03/2015	31/03/2014	31/03/2015	31/03/2014	Payment date up to six (6) working days before year end	Amount
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
DEPARTMENTS								
Current								
Justice and Constitutional Development	-	41	-	-	-	41	-	-
Rural Development and Land Reform	-	21	-	-	-	21	-	-
Public Works Roads and Transport	-	-	209	-	209	-	-	-
Co-Operative Governance and Traditional Affairs	-	-	43	-	43	-	-	-
Total		62	252	-	252	62	-	-

DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
UNAUDITED ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015

OTHER GOVERNMENT ENTITY

Current					
Msukaligwa Municipality	-	13	-	13	-
Chief Albert Luthuli	-	1	-	1	-
Subtotal	-	62	-	14	-
Total	-	62	-	266	2

**DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13**

**UNAUDITED ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2015**

**ANNEXURE 4
INVENTORIES**

Inventory	Note	Quantity	2014/15	Quantity	2013/14
			R'000		R'000
Opening balance		4 053	485	4 889	363
Add: Additions/Purchases - Cash		(4 053)	(485)	21 472	2,815
(Less): Disposals		-	-	(223)	(68)
(Less): Issues		-	-	(22 085)	(2,625)
Closing balance		-	-	4 053	485

Housing Inventory	Note	Quantity	2014/15	Quantity	2013/14
			R'000		R'000
Opening balance		11 114	205,309	17 783	284,398
Add/(Less): Adjustments to prior year balance		(11 114)	(205,309)	-	-
Add: Additions/Purchases - Cash		-	-	7 628	512,127
(Less): Issues		-	-	(14 297)	(591,216)
Add/(Less): Adjustments		-	-	-	-
Closing balance		-	-	11 114	205,309

**DEPARTMENT OF HUMAN SETTLEMENTS
VOTE 13
UNAUDITED ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 201**

**ANNEXURE 5
MOVEMENT IN CAPITAL WORK IN PROGRESS**

MOVEMENT IN CAPITAL WORK IN PROGRESS FOR THE YEAR ENDED 31 MARCH 2015

	Opening balance	Current Year Capital WIP	Completed Assets	Closing balance
	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES				
Other fixed structures	5,222	11,719	-	16,941
TOTAL	5,222	11,719	-	16,941

MOVEMENT IN CAPITAL WORK IN PROGRESS FOR THE YEAR ENDED 31 MARCH 2014

	Opening balance	Prior period error	Current Year Capital WIP	Completed Assets	Closing balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES					
Other fixed structures	-	-	5,222	-	5,222
TOTAL	-	-	5,222	-	5,222

PART E

HUMAN RESOURCE MANAGEMENT



1. INTRODUCTION

The information contained in this part of the annual report relates to human resources activities in the Department that took place during the year under review.

2. OVERVIEW OF HUMAN RESOURCES

The Department of Human Settlements easily adapts to environmental changes within the Human Resource sphere.

2.1 The status of Human Resource in the Department

The Department had a total of 387 employees as at 31 March 2015.

2.2 Human Resources Priorities for the under review and the impact of these

- The Department has compiled and implemented a Workplace Skills Plan to address performance gaps of individuals and enable them to contribute effectively to the achievement of the strategic goals of the Department.
- The Department has improved significantly in compliance and implementation of PMDS for level 1-12 due to the measures adopted.
- Employee Health and Wellness programmes aimed at HIV/AIDs and TB Prevention; Care and Support to infected and affected employees and their families were coordinated. Focus was also given to Disease and Chronic Illness Management; Mental Health and Occupational Health Education and Promotion.
- 95% of disciplinary cases were finalised within the prescribed 90 days period as outlined by the Disciplinary Code and Procedure and Chapter 7 of the SMS Handbook.
- Workshops were conducted on labour related matters in line with the prescripts and as a result disciplinary cases were minimised.
- All employees ranging from level 1-12 undergone workshop training on PILIR.

2.3 Workforce planning and key strategies to attract and recruit a skilled and capable workforce.

- The Department has an HR Plan; Recruitment and Retention Strategy that adheres to. To retain the scarce skilled employees, the Department will implement Occupational Specific Dispensation to qualifying scarce skilled employees
- The Department will ensure that vacant and funded posts within the organisational structure will be prioritised based on targeted groups (females in SMS, and people with disabilities) are recognised in terms of the employment Equity Act.
- All SMS positions are to be filled as prescribed at least within six (06) months.

2.4 Employee Performance Management

- The Department implemented the Provincial Performance Management and Development Policy to encourage planning, managing and improving employees' performance.
- Furthermore, the Department has an Incentive Scheme Policy that guides the process of rewarding qualified officials through monetary incentive.

2.5 Employee Wellness Programme

- The Department implemented Employee Wellness Programmes as guided by DPSA Employee Health and Wellness Strategic Framework for Public Service.
- An approved Departmental Strategy and the four aligned pillars, i.e.: - HIV/AIDs and TB Management; (Safety, Health, Risk and Quality Management); SHERQ; Wellness Management and Policies are in place.

2.6 Employee Relations & People Management Unit

- The Department strives to promote sound Employee Relations through the implementation of LRA; Disciplinary Code and Procedure, Chapter Seven (7) of the SMS Handbook, Grievance Procedure, and other related prescripts
- The Department conducted workshops on the Code of Conduct and other labour related prescripts aiming to minimize misconduct.
- Provided advisory services on labour related to both the employer and the employee.
- Attend to all Bargaining Chamber i.e. PSCBC; GPSSBC and other matters from Organised Labour.

3. HUMAN RESOURCES OVERSIGHT STATISTICS

3.1 Personnel related expenditure

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2014 and 31 March 2015

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Administration	123 171	75 699	330 130	0	61,5	196
Housing Needs, Research and Planning	319 215	29 468	68 700	0	9.2	76
Housing Development and Implementation	60 540	46 030	147 000	0	76	119
Housing Assets	3 651	0	0	0	0	0
Z= Total as on financial System (BAS)	1 757 103	151 197	545 830	0	8.6	391

Table 3.1.2 Personnel costs by salary band for the period 1 April 2014 and 31 March 2015

Salary band	Personnel expenditure including Transfers (R'000)	Percentage of Total Personnel Cost for Department	No. of employees	Average personnel cost per employee (R'000)
Lower skilled (Levels 1-2)	114	0.1%	1	114000
Skilled (Level 3-5)	11 941	6.9%	68	175 603
Highly skilled production (Levels 6-8)	38 168	22.2%	121	315 438
Highly skilled supervision (Levels 9-12)	82 475	48%	158	521 994
Senior and Top Management (Levels 13-16)	13 421	7.8%	12	1 118 417
Contract (Level 3-5)	367	0.2%	2	183 500
Contract (Level 6-8)	685	0.4%	4	171 250
Contract (Level 9-12)	8 620	5%	19	453 684
Contract (Level 13-16)	1 127	0.7%	2	563 500
Total	156 918	91.3%	387	405 473

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2014 and 31 March 2015

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Pr1: Administration	54 741	36.2%	1 763	1.2%	1 824	1.2%	2 821	1.9%
Pr2: Housing needs, research and planning	26 347	17.4%	14	0.01%	563	0.4%	829	0.5%
Pr3: Housing development implementation and target	33 543	22.2%	64	0.04%	1 447	1 %	2 209	1.5%
Total	114 631	75.8%	1 841	1.2%	3 834	2.5%	5 859	3.9%

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2014 and 31 March 2015

Salary band	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount R'000	Salaries as a % of personnel costs	Amount R'000	Overtime as a % of personnel costs	Amount R'000	HOA as a % of personnel costs	Amount R'000	Medical aid as a % of personnel costs
Skilled (Level 1-2)	81	0.1%	0	0.0%	11	0.0%	0	
Skilled (Level 3-5)	7 774	5.1%	281	0.2%	725	0.5%	1 125	0.7%
Highly skilled production (Levels 6-8)	26 433	17.5%	812	0.5%	1 283	0.8%	2 122	1.4%
Highly skilled supervision (Levels 9-12)	59 374	39.3%	734	0.5%	1 361	0.9%	2 452	1.6%
Senior management (Level 13-16)	10 586	7.0%	0	0.0%	454	0.3%	160	0.1%
Contract (Level 3-5)	367	0.2%	0	0.0%	0	0.0%	0	0.0%
Contract (Level 6-8)	676	0.4%	9	0.0%	0	0.0%	0	0.0%
Contract (Level 9-12)	8 293	5.5%	5	0.0%	0	0.0%	0	0.0%
Contract (Level 13-16)	1047	0.7%	0	0.0%	0	0.0%	0	0.0%
Total	114 631	75.8%	1 841	1.2%	3 834	2.5%	5 859	3.9%

3.2 Employment and Vacancies

Table 3.2.1 Employment and vacancies by programme as on 31 March 2015

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administration Permanent	218	199	8.7	0
Housing Needs Research and Planning	73	63	13.7	0
Housing Development	145	125	13.8	0
Total	436	387	11.2	0

Table 3.2.2 Employment and vacancies by salary band as on 31 March 2015

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Lower skilled (1-2)	1	1	0	0
Skilled (3-5)	78	68	12.8	0
Highly skilled production (6-8)	125	121	3.2	0
Highly skilled supervision (9-12)	175	158	9.7	0
Senior management (13-16)	30	12	60	0
Contract (Level3-5)	2	2	0	0
Contract (Level 6-8)	4	4	0	0
Contract (Level 9-12)	19	19	0	0
Contract Level (13-16)	2	2	0	0
Total	436	387	11.2	0

Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2015

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administrative related, permanent	190	177	6.8	0
Architects town and traffic planner permanent	1	1	0	0
Bus and heavy vehicle drivers: permanent	2	1	50	0
Civil engineering technician Permanent.	1	1	0	0
Cleaners in offices workshops hospitals etc, Permanent	20	20	0	0

Client inform clerks (Switchboard reception clerks)	2	2	0	0
Communication and information related: permanent	10	10	0	0
Engineers and related professionals: permanent	29	28	3,4	0
Engineering Sciences Related, Permanent	2	1	50	0
Finance and economics related, permanent	1	1	0	0
Financial and related professionals: permanent	7	7	0	0
Financial clerk and credit controllers.	18	18	0	0
General legal administration and related professionals: permanent	1	1	0	0
Head of Department, Chief Executive Office, Permanent	1	1	0	0
Health science related: permanent	1	1	0	0
Human resource and organisation Dev: permanent	1	1	0	0
Human resource clerk, permanent	1	1	0	0
Human resource related, permanent	30	24	20	0
Information Technology Related, Permanent	2	1	50	0
Logistical Support Personnel, Permanent	13	13	0	0
Messenger porter and deliverers, permanent	6	6	0	0
Motor vehicle driver's, permanent	1	1	0	0
Other administrator and related clerk and organisers	7	7	0	0
Other administrative policy and related offices, permanent	4	4	0	0
Other occupations, permanent	33	33	0	0
Secretaries and Other Key board Operating Clerks, Permanent	28	20	28.6	0
Senior Managers, Permanent	23	5	78.3	0
Trade Related, Permanent	1	1	0	0
Total	436	387	11.2	0

3.3 Filling of SMS Posts

Table 3.3.1 SMS post information as on 31 March 2015

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Salary Level 16/MEC	1	1	100%	0	0%
Salary Level 15/HOD	1	1	100%	0	0%
Salary Level 14	5	2	40%	3	60%
Salary Level 13	23	10	43%	13	57%
Total	30	14	47%	16	53%

Table 3.3.2 SMS post information as on 30 September 2014

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Salary Level 16/MEC	1	1	100%	0	0%
Salary Level 15/HOD	1	1	100%	0	0%
Salary Level 14	5	3	60%	2	40%
Salary Level 13	23	10	43%	13	57%
Total	30	15	50%	15	50%

Table 3.3.3 Advertising and filling of SMS posts for the period 1 April 2014 and 31 March 2015

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Salary Level 16	1	1	100%	0	0%
Salary Level 15/HOD	1	1	100%	0	0%
Salary Level 14	3	0	0%	3	100%
Salary Level 13	13	0	0%	13	100%
Total	18	2	11%	16	89%

Table 3.4.2 Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2014 and 31 March 2015

Gender	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0
Employees with disability					0

Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2014 and 31 March 2015

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
-	0	0	0	0
Total number of employees whose salaries exceeded the level determined by job evaluation				0
Percentage of total employed				0

Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2014 and 31 March 2015

Gender	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0
Employees with disability	0	0	0	0	0

Total number of Employees whose salaries exceeded the grades determined by job evaluation

None

3.5 Employment Changes

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2014 and 31 March 2015

Salary band	Number of employees at beginning of period-1 April 2014	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Lower skilled (Levels 1-2)	1	0	0	0
Skilled (Levels 3-5)	68	3	1	1.5
Highly skilled production (Levels 6-8)	128	6	4	3.1
Highly skilled supervision (Levels 9-12)	156	1	7	4.5
Senior Management Service Bands A	10	0	1	10
Senior Management Service Bands B	4	0	2	50
Senior Management Service Bands C	1	0	1	100
Senior Management Service Bands D	1	0	0	0
Contract (Level 3-5)	0	3	1	0
Contract (Level 6-8)	0	4	0	0
Contract (Level 9-12)	11	10	4	36,4
Contract Band A Permanent	1	1	1	100
Contract Band C Permanent	0	1	0	0
Total	381	29	22	5.8

Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2014 and 31 March 2015

Critical occupation	Number of employees at beginning of period-April 2014	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Administrative related, permanent	181	13	16	8.8
Architects town and traffic planner permanent	1	0	0	0
Bus and heavy vehicle drivers: permanent	1	0	0	0
Civil engineering technician Permanent.	1	0	0	0
Cleaners in offices workshops hospitals etc, Perm	16	0	0	0
Client inform clerks (Switchboard reception clerks)	3	0	0	0

Critical occupation	Number of employees at beginning of period- April 2014	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Communication and information related: permanent	4	2	0	0
Engineers and related professionals: permanent	20	2	1	5
Finance and economics related, permanent	1	0	0	0
Financial and related professionals: permanent	2	0	0	0
Financial clerk and credit controllers.	30	3	0	0
General legal administration and related professionals: permanent	1	0	0	0
Health science related: permanent	1	0	0	0
Human resource and organisation Dev: permanent	3	0	0	0
Human resource clerk, permanent	2	0	0	0
Human resource related, permanent	14	4	0	0
Legal related, permanent	1	0	1	100
Messenger porter and deliverers, permanent	6	0	0	0
Motor vehicle driver's, permanent	1	0	0	0
Other administrator and related clerk and organisers	7	0	0	0
Other administrative policy and related offices, permanent	5	0	0	0
Other occupations, permanent	56	0	2	3.6
Secretaries & other keyboard operating clerks, perm	19	3	1	5.3
Senior managers, permanent	4	1	1	25
Trade related, permanent	1	1	0	0
Total	381	29	22	5.8

Table 3.5.3 Reasons why staff left the department for the period 1 April 2014 and 31 March 2015

Termination Type	Number	% of Total Resignations
Death	4	18.2
Resignation	9	40.9
Expiry of contract	5	22.7
Dismissal – operational changes	0	0
Dismissal – misconduct	0	0
Dismissal – inefficiency	0	0
Discharged due to ill-health	1	4.5
Retirement	3	13.6
Transfer to other Public Service Departments	1	4.5
Other	0	0
Total	22	5.8

Table 3.5.4 Promotions by critical occupation for the period 1 April 2014 and 31 March 2015

Occupation	Employees 1 April 2014	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Administrative related; permanent	181	10	5.5%	141	77.9
Architects town and traffic planner permanent	1	0	0%	1	100%
Bus and heavy vehicle drivers: permanent	1	0	0%	1	100%
Civil engineering technician: Permanent.	1	0	0%	1	100%
Cleaners in offices workshops hospitals etc, Permanent	16	0	0%	18	112.5%
Client inform clerks (Switchboard reception clerks)	3	0	0%	1	33.3%
Communication and information related: permanent	4	4	100%	2	50%
Engineers and related professionals: permanent	20	0	0%	22	110%
Finance and economics related, permanent	1	0	0%	1	100%

Occupation	Employees 1 April 2014	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Financial and related professionals: permanent	2	1	50%	3	150%
Financial clerk and credit controllers.	30	5	16.7%	5	16.7
General legal administration and related professionals: permanent	1	0	0%	1	100%
Health science related: permanent	1	0	0%	0	0%
Human resource and organisation Dev: permanent	3	0	0%	1	33.3%
Human resource clerk, permanent	2	0	0%	1	50%
Human resource related: permanent	14	4	28.6%	12	85.7%
Information Technology Related	0	0	0%	1	0%
Legal related: permanent	1	0	0%	0	0%
Logistical Support Personnel	0	0	0%	8	0%
Messenger porter and deliverers: permanent	6	0	0%	6	100%
Motor vehicle driver's, permanent	1	0	0%	1	100%
Other administered and related clerk and organisers	7	0	0%	5	71.4%
Other administrative policy and related offices: permanent	5	0	0%	2	40%
Other occupations: permanent	56	3	5.4%	26	46.4%
Risk Management and Security Services	0	0	0%	1	0%
Secretaries & other keyboard operating clerks, permanent	19	0	0%	11	57.9%
Senior managers permanent	4	0	0%	0	0%
Trade related: permanent	1	0	0%	0	0%
Total	381	27	7.1%	272	71.4%

Table 3.5.5 Promotions by salary band for the period 1 April 2014 and 31 March 2015

Salary Band	Employees 1 April 2014	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
Lower skilled (Levels 1-2)	1	0	0%	1	100%
Skilled (Levels3-5)	68	1	1.5%	57	83.8%
Highly skilled production (Levels 6-8)	128	14	10.9%	87	68%
Highly skilled supervision (Levels 9-12)	156	10	6.4%	121	77.6%
Senior Management (Level 13-16)	16	0	0%	1	6.3%
Contract (Level 3-5)	0	0	0%	2	0%
Contract (Level 6-8)	0	0	0%	2	0%
Contract (Level 9-12)	11	2	18.2%	0	0%
Contract (Level 13-16)	1	0	0%	1	100%
Total	381	27	7.1%	272	71.4%

3.6 Employment Equity

Table 3.6.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2015

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	4	0	1	0	1	0	0	0	6
Professionals	44	0	0	8	22	0	0	2	76
Technicians and associate professionals	89	0	1	0	97	1	0	7	195
Clerks	14	0	0	0	33	0	0	1	48
Craft and Related Trade	0	0	0	0	1	0	0	0	1
Plant and machine operators and assemblers	2	0	0	0	0	0	0	0	2
Elementary occupations	19	1	0	0	39	0	0	0	59
Total	172	1	2	8	193	1	0	10	387
Employees with disability	2	0	0	0	5	0	0	0	7

Table 3.6.2 Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2015

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	1	0	0	0	1
Senior Management	8	0	1	0	2	0	0	0	11
Professionally qualified and experienced specialists and mid-management	91	0	1	1	60	1	0	4	158
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	48	0	0	0	70	0	0	3	121
Semi-skilled and discretionary decision making	13	1	0	0	53	0	0	1	68
Unskilled and defined decision making	0	0	0	0	1	0	0	0	1
Contract(Senior Management), Permanent	1	0	0	0	1	0	0	0	2
Contract(Professionally Qualified), Permanent	8	0	0	7	2	0	0	2	19
Contract(Skilled technical), permanent	1	0	0	0	3	0	0	0	4
Contract (Semi Skilled) Permanent	1	0	0	0	1	0	0	0	2
Total	171	1	2	8	194	1	0	10	387

Table 3.6.4 Promotions for the period 1 April 2014 to 31 March 2015

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Senior Management	1	0	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	76	0	1	2	47	1	0	4	131
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	37	0	0	0	61	0	0	3	101
Semi-skilled and discretionary decision making	11	1	0	0	46	0	0	0	58
Unskilled and defined decision making	0	0	0	0	1	0	0	0	1
Contract(Senior Management), Permanent	1	0	0	0	0	0	0	0	1
Contract (Professionally qualified), Permanent	1	0	0	0	1	0	0	0	2
Contract(Skilled technical), Permanent	0	0	0	0	2	0	0	0	2
Contract(Semi-skilled), Permanent	1	0	0	0	1	0	0	0	2
Total	128	1	1	2	159	1	0	7	299
Employees with disabilities	2	0	0	0	5	0	0	0	7

Table 3.6.5 Terminations for the period 1 April 2014 to 31 March 2015

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	0	0	0	0	1
Senior Management	3	0	0	0	0	0	0	0	3
Professionally qualified and experienced specialists and mid-management	4	0	0	1	2	0	0	0	7
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	2	0	0	0	1	0	0	1	4
Semi-skilled and discretionary decision making	1	0	0	0	0	0	0	0	1
Contract(Senior Management), Permanent	0	0	0	0	1	0	0	0	1
Contract (Professionally qualified) , Permanent	1	0	0	2	0	1	0	0	4
Contract(Semi-skilled) Permanent	1	0	0	0	0	0	0	0	1
Total	13	0	0	3	4	1	0	1	22
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 3.6.6 Disciplinary action for the period 1 April 2014 to 31 March 2015

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Verbal warning	1	0	0	0	2	0	0	0	3
Written warning	4	0	0	0	1	0	0	0	5
Final written warning	2	0	0	0	3	0	0	0	5
Total	7	0	0	0	6	0	0	0	13

Table 3.6.7 Skills development for the period 1 April 2014 to 31 March 2015

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	5	1	0	1	4	0	0	0	11
Professionals	0	0	0	0	0	0	0	0	0
Technicians and associate professionals	7	0	0	1	6	0	0	0	14
Clerks	16	0	0	0	34	0	0	1	51
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	0	0	0	0	0	0	0	0	0
Total	28	1	0	02	44	0	0	1	76
Employees with disabilities	0	0	0	0	0	0	0	0	0

3.7 Signing of Performance Agreements by SMS Members

Table 3.7.1 Signing of Performance Agreements by SMS members as on 31 May 2014

SMS Level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Salary Level 16 /MEC	1	1	1	100%
Salary Level 15/HOD	1	1	1	100%
Salary Level 14	3	3	3	100%
Salary Level 13	10	10	10	100%
Total	15	15	15	100%

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 May 2014

Reasons
Not applicable

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 May 2014

Reasons
Not applicable

3.8 Performance Rewards

Table 3.8.1 Performance Rewards by race, gender and disability for the period 1 April 2014 to 31 March 2015

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African	230	344	66.9%	2 153	18 932
Male	105	161	65.2%	1 119	10 659
Female	125	183	68.3%	1 034	8 273
Asian	0	2	0.0%	0	0
Male	0	2	0.0%	0	0
Female	0	0	0.0%	0	0
Coloured	2	2	100.0%	104	15 111
Male	1	1	100.0%	4	4 251
Female	1	1	100.0%	100	10 860
White	9	18	50.0%	108	26 835
Male	2	8	25.0%	32	16 024
Female	7	10	70.0%	76	10 811
Employee with a disability	6	7	85.7%	49	8 226
Total	247	373	66.2%	2 325	9 415

Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2014 to 31 March 2015

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	1	1	100.0%	4	4 000	0%
Skilled (Level 3-5)	55	68	80.9%	290	5 273	0.12%
Highly skilled production (Level 6-8)	79	121	65.3%	594	7 519	0.43%
Highly skilled supervision (Level 9-12)	112	158	70.9%	1 438	12 839	0.71%
Contract (Level 3-5)	0	2	0.0%	0	0	0
Contract (Level 6-8)	0	4	0.0%	0	0	0
Contract (Level 9-12)	0	19	0.0%	0	0	0
Total	247	373	66.2%	2 326	9 417	1.26%

Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2014 to 31 March 2015

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Administrative related	108	177	61%	1 108	10 259
Architects town and traffic planners	0	1	0%	0	0
Bus and heavy vehicle drivers	1	1	100%	6	6 000
Civil engineering technicians	1	1	100%	23	23 000
Cleaners in offices workshops hospitals etc.	20	20	100%	86	4 300
Client inform clerks (switch reception inform clerks)	2	2	100%	22	12 500
Communication and information related	2	10	20%	25	0
Engineers and related professionals	19	2	67.9%	0	11 526
Finance and economics related	1	10	100%	219	57 000
Financial and related professionals	4	1	57.1%	57	8 750
Financial clerks and credit controllers	14	28	77%	35	10 786
General legal administration and rel. professionals	0	1	0%	151	00
Health sciences related	1	1	0%	0	0

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Human resources and organisational development & relate prof	1	24	100%	0	11 000
Human resources clerks	0	1	100%	11	9 000
Human resources related	14	0	0%	9	0
Legal related	1	13	58.3%	0	10 643
Messengers porters and deliverers	10	6	100%	149	11 000
Motor vehicle drivers	6	1	0%	11	8 000
Other administrative & related clerks and organisers	4	7	76.9%	8	7400
Other administrative policy and related officers	3	4	100%	74	56 670
Other occupations	22	33	100%	34	6 000
Rank: Unknown	0	4	57.1%	6	7 000
Secretaries & other keyboard operating clerks	11	20	75%	28	9 667
Senior managers	0	5	66.7%	29	5 909
Trade related	0	1	0%	170	0
TOTAL	247	387	63.8%	2 326	9 417

Table 3.8.4 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period

1 April 2014 to 31 March 2015

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Band A	0	10	0%	0	0	0
Band B	0	2	0%	0	0	0
Band C	0	1	0%	0	0	0
Band D	0	1	0%	0	0	0
Total	0	14	0%	0	0	0

3.9 Foreign Workers

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

Table 3.9.1 foreign workers by salary band for the period 1 April 2014 and 31 March 2015

Salary band	01 April 2014		31 March 2015		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	0	0%	0	0%	0	0%
Highly skilled production (Level. 6-8)	0	0%	0	0%	0	0%
Highly skilled supervision (Level 9-12)	1	9.1%	1	9.1%	0	0%
Senior Management (Level 13-16)	0	0%	1	9.1%	1	100%
Contract (Level 9-12)	10	90.9%	9	81.8%	-1	11%
Contract (Level 13-16)	0	0%	0	0%	0	0
Total	11	100%	11	100%	0	100%

Table 3.9.2 Foreign workers by major occupation for the period 1 April 2014 and 31 March 2015

Major occupation	01 April 2013		31 March 2014		Change	
	Number	% of total	Number	% of total	Number	% Change
Professionals and Managers	11	100%	11	100%	0	0%
Total	11	100%	11	100%	0	0%

3.10 Leave utilisation

Table 3.10.1 Sick leave for the period 1 January 2014 to 31 December 2015

Salary band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Skilled (Levels 3-5)	394	90.4%	49	23%	8	220
Highly skilled production (Levels 6-8)	577	90.6%	78	36.6%	7	630
Highly skilled supervision (Levels 9 -12)	470	87.9%	77	36.2%	6	843
Top and Senior Management (Levels 13-16)	57	91.2%	8	3.8%	7	181
Contract (Level 3-5)	22	100%	1	0.5%	22	17
Total	1 520	89.9%	213	100%	7	1 891

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2014 to 31 December 2015

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

Table 3.10.3 Annual Leave for the period 1 January 2014 to 31 December 2015

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Lower skilled (Levels 1-2)	34	1	34
Skilled (Levels 3-5)	1 580	70	23
Highly skilled production (Levels 6-8)	2 516	123	20
Highly skilled supervision (Levels 9-12)	3 109	161	19
Senior Management (Levels 13-16)	264	14	19
Contract (Level 3-5)	14	2	7
Contract (Level 6-8)	24	3	8
Contract (Level 9-12)	22	4	6
Total	7 563	378	20

Table 3.10.4 Capped leave for the period 1 January 2014 to 31 December 2015

Salary band	Total days of capped leave taken	Number of Employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 2014
Skilled (Levels 3-5)	1	1	1	70
Highly skilled production (Levels 6-8)	13	3	4	56
Highly skilled supervision (Levels 9-12)	0	0	0	0
Senior management (Levels 13-16)	0	0	0	0
Total	14	4	4	62

Table 3.10.5 Leave payouts for the period 1 April 2014 and 31 March 2015

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2014/15 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payouts on termination of service for 2014/15	728	9	80 889
Current leave payout on termination of service for 2013/14	0	0	0
Total	728	9	80 889

3.11 HIV/AIDS & Health Promotion Programmes

Table 3.11.1 Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
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Employees who are working at the construction projects, i.e. Area monitors and Technical inspectors are exposed to dust which makes them vulnerable to TB related infections.	Onsite employee health and wellness programmes have been established where employees are enlightened about HIV/AIDS and TB and further engaged in comprehensive health screening in 6 departmental offices
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Table 3.11.2 Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	√		Ms C T Mashego – Acting Director: Human Resource Management & Development.
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	√		The unit has 4 employees(1x Deputy Director, 2x Assistant Directors and 1X Admin Officer and the budget for the accounting period was R427.710
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	√		The programme addresses HIV/AIDS and TB Management, Health and Productivity Management, Safety health risk and Quality (SHERQ) Management, and Wellness Management. Services per pillar were introduced through policy awareness sessions to employees.
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	√		Ms C.T. Mashego Acting Director Human Resource Management and Development Mr W Thekiso : Communications Ms N Masango : Communications Ms R Mathabe : Ehlanzeni District Office Ms L Masilela : Nkangala District Office Ms S Shabangu : Transversal Services Ms Y Nkalanga : Human Resource Administration and Practices Mr M Mkhonto: Facility Management Ms P Nkuna : Gert Sibande District Office Ms R Masilela : Employee Health and Wellness Programme. Ms L K Nkambule : Employee Health and Wellness Programme.

Question	Yes	No	Details, if yes
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.		√	The departmental leave policy and Employment Equity makes provision to support the affected and infected employees. Reasonable accommodation especially for employees who are incapacity leave due to ill health is also negotiated until an employee has recuperated. The unit makes reference to the HIV/AIDS and TB Management policy and the Health and Productivity Management policy which are also aligned to the said policies above.
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	√		The Head of Department has approved an HIV/AIDS and TB Management Policy that addresses protection of HIV-Positive employees. The key element of the policy are-: Commitment to create an enabling environment for employees infected and affected by HIV/AIDS & TB pandemic; Affirmation regarding management of HIV/AIDS & TB in the Department; Implementing fair employment practice and statement of voluntary disclosure.
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have you achieved.	√		The Employee Health and Wellness unit coordinated onsite HIV Counselling and Testing in 6 departmental offices. The response rate was good though employees still feel unsafe of taking HIV test in a workplace environment. Nonetheless, the Employee Health and Wellness Practitioners encourage employees to consult with their family health practitioner for such test.
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	√		Availability and 100% level of execution of Employee Health and Wellness Plan

3.12 Labour Relations

Table 3.12.1 Collective agreements for the period 1 April 2014 and 31 March 2015

Subject matter	Date
Total number of collective agreements	None

Table 3.12.2 Misconduct and disciplinary hearings finalised for the period 1 April 2014 and 31 March 2015

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	0	0
Verbal warning	3	17.7
Written warning	5	29.4

Final written warning	5	29.4
Suspended without pay	1	5.9
Fine	1	5.9
Demotion	0	0
Dismissal	0	0
Not guilty	0	0
Case withdrawn	2	11.8
Total	17	100

Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2014 and 31 March 2015

Type of misconduct	Number	% of total
Misuse and or damage of state vehicles	3	15.8
Absenteeism	3	15.8
Certifying incomplete houses	1	5.3
Insubordination	2	10.5
Nepotism	1	5.3
Failure to report misconduct	3	15.8
Fruitless and wasteful expenditure	2	10.5
Failure to meet deadline	2	10.5
Intimidation	1	5.3
Loss of state laptop	1	5.3
Total	19	100

Table 3.12.4 Grievances logged for the period 1 April 2014 and 31 March 2015

Grievances	Number	% of Total
Number of grievances resolved	8	80
Number of grievances not resolved	2	20
Total number of grievances lodged	10	100

Table 3.12.5 Disputes logged with Councils for the period 1 April 2014 and 31 March 2015

Disputes	Number	% of Total
Number of disputes upheld	2	100
Number of disputes dismissed	0	0
Total number of disputes lodged	2	100

Table 3.12.6 Strike actions for the period 1 April 2014 and 31 March 2015

Total number of persons working days lost	None
Total costs working days lost	None
Amount recovered as a result of no work no pay (R'000)	None

Table 3.12.7 Precautionary suspensions for the period 1 April 2014 and 31 March 2015

Number of people suspended	None
Number of people whose suspension exceeded 30 days	None
Average number of days suspended	None
Cost of suspension(R'000)	None

3.13 Skills development

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

Table 3.13.1 Training needs identified for the period 1 April 2014 and 31 March 2015

Occupational category	Gender	Number of employees as at 1 April 2014	Training needs identified at start of the reporting period			
			Learnership	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	61	0	0	0	0
	Male	78	0	0	0	0
Professionals	Female	10	0	10	0	10
	Male	27	0	24	0	24
Technicians and associate professionals	Female	4	0	91	0	91
	Male	3	0	47	0	47
Clerks	Female	105	0	21	0	21
	Male	68	0	8	0	8
Service and sales workers	Female	0	0	1	0	1
	Male	0	0	1	0	1
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0

Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	24	0	33	0	33
	Male	7	0	11	0	11
Sub Total	Female	204	0	0	0	0
	Male	183	0	0	0	0
Total		387	0	247	0	247

Table 3.13.2 Training provided for the period 1 April 2014 and 31 March 2015

Occupational category	Gender	Number of employees as at 1 April 2014	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	61	0	16	0	16
	Male	78	0	16	0	16
Professionals	Female	10	0	4	0	4
	Male	27	0	3	0	3
Technicians and associate professionals	Female	4	0	0	0	0
	Male	3	0	0	0	0
Clerks	Female	105	0	34	0	34
	Male	68	0	22	0	22
Service and sales workers	Female	0	0	0	0	0
	Male	0	0	0	0	0

Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	24	0	1	0	1
	Male	7	0	0	0	0
Sub Total	Female	204	0	57	0	57
	Male	183	0	39	0	39
Total		387	0	96	0	96

3.14 Injury on duty

The following tables provide basic information on injury on duty.

Table 3.14.1 Injury on duty for the period 1 April 2014 and 31 March 2015

Nature of injury on duty	Number	% of total
Required basic medical attention only	4	100%
Temporary Total Disablement	0	0
Permanent Disablement	0	0
Fatal	0	0
Total	4	100%

3.15 Utilisation of Consultants

Table 3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2014 and 31 March 2015

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in RandR'000
Human Settlements Master Plan	1	10 months	1 985
PMU	1	12 months	19 184

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in RandR'000
Human Settlements Master Plan	4	10 months	1 985
PMU	14	12 months	19 184

Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2014 and 31 March 2015

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
Human Settlements Master Plan	0%	0%	0
PMU	100%	100%	4

Table 3.15.3 Report on consultant appointments using Donor funds for the period 1 April 2014 and 31 March 2015

Project title	Total Number of consultants that worked on project	Duration (Work days)	Donor and contract value in Rand
None	None	None	None

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
None	None	None	None

Table 3.15.4 Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2014 and 31 March 2015

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
None	None	None	None

3.16 Severance Packages

Table 3.16.1 Granting of employee initiated severance packages for the period 1 April 2014 and 31 March 2015

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

