



GAUTENG
LEGISLATURE

Your View — Our Vision

CELEBRATING
1994-2024
30
YEARS OF
DEMOCRACY



G P L A N N U A L R E P O R T



2023/2024

*Following up on our commitments,
making your future work better*





CELEBRATING
1994-2024
30
YEARS OF
DEMOCRACY

We extend our heartfelt gratitude to Speaker Mkgwe, Secretary and the esteemed leadership of the Sixth Legislature for their unwavering dedication and exemplary service. Their steadfast commitment to robust oversight, inclusive public participation and good governance has been instrumental in advancing our province despite unprecedented challenges. As we transition to the Seventh Legislative Term, their contributions will remain a beacon of inspiration, guiding us towards a future where democracy and progress flourish for the benefit of all Gauteng residents. **Thank you for your remarkable leadership and enduring legacy.**

*Following up on our commitments,
making your future work better*



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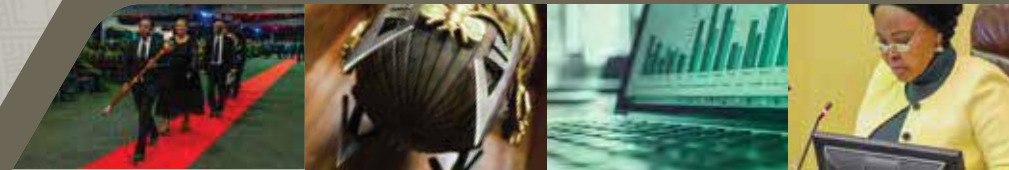
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GPL ANNUAL REPORT



2023/2024

*Following up on our commitments,
making your future work better*





“As we mark three decades of democratic progress and the close of our Sixth Legislative Term, the Gauteng Provincial Legislature stands as a beacon of hope and cradle of democracy. Our commitment to robust oversight, inclusive public participation and good governance has strengthened our province, even in the face of unprecedented challenges. Together, we pave the way for an even brighter future for all Gauteng residents.”





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GENERAL INFORMATION

Preamble to the Constitution



"We, the people of South Africa,
Recognise the injustices of our past;
Honour those who suffered for justice and freedom in our land;
Respect those who have worked to build and develop our country; and
Believe that South Africa belongs to all who live in it, united in our diversity.
We, therefore, through our freely elected representatives, adopt this Constitution as
the supreme law of the Republic so as to -

Heal the divisions of the past and establish a society based on democratic values,
social justice and fundamental human rights;

Lay the foundations for a democratic and open society in which government is
based on the will of the people and every citizen is equally protected by law;

Improve the quality of life of all citizens and free the potential of each person; and

Build a united and democratic South Africa able to take its rightful place as a
sovereign state in the family of nations.

May God protect our people.
Nkosi sikelel' i-Afrika. Morena boloka setjhaba sa heso.
God seën Suid-Afrika. God bless South Africa.
Mudzimu fhatutshedza Afurika. Hosi katekisa Afrika."



Abbreviations/Acronyms

| | | | |
|----------|---|-----------|--|
| APP | Annual Performance Plan | LGBTQIA+ | Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual |
| BBBEE | Broad-Based Black Economic Empowerment | LSB | Legislature Services Board |
| BEP | Business Enhancement Plan | LSS | Legislative Sector Support |
| CCTV | Closed Circuit Television | MEC | Member of Executive Council |
| CHEA-AR | Commonwealth Hansard Editors Association Africa Region | MPLs | Members of the Provincial Legislature |
| COID | Compensation for Occupational Injuries and Diseases | MPWC | Multi-Party Women's Caucus |
| COSO | Committees of Sponsoring Organisations of the Treadway Commission Framework | NCOP | National Council of Provinces |
| COVAC | Committees Oversight and Accountability Framework | NGO | Non-Governmental Organisation |
| CPA | Commonwealth Parliamentary Association | NSF | National Speakers' Forum |
| CRC | Citizens Responsibility Campaign | OCoC | Office of the Chairperson of Committees |
| CRR | Capital Replacement Reserve | OCPOL | Oversight Committee on the Premier's Office and the Legislature |
| CWP | Commonwealth Women Parliamentarians | O-Dep-CoC | Office of the Deputy Chairperson of Committees |
| EAP | Employee Assistance Programme | OHS | Occupational Health and Safety |
| ECM | Enterprise Composite Model | PBMER | Integrated Framework for Planning, Budgeting, Monitoring, Evaluation and Reporting |
| EFT | Electronic Transfer | PDMC | Provincial Disaster Management Centre |
| FIS | Focused Intervention Study | PPPF Act | Preferential Procurement Policy Framework Act |
| FMPPLA | Financial Management of Parliament and Provincial Legislatures Act | PPE | Property, Plant and Equipment |
| GEYODI-R | Gender, Youth and People Living with Disabilities | PSC | Public Service Commissioner |
| GPF | Gauteng Partnership Fund | PwD | People with Disabilities |
| GPL | Gauteng Provincial Legislature | SADC | Southern African Development Community |
| GRAP | Generally Recognised Accounting Practice | SALSA | Secretaries' Association of the Legislatures of South Africa |
| GRIR | Goods Received Invoice Received | SA GAAP | South African Statement of Generally Accepted Accounting Practice |
| GSF | Gauteng Speakers' Forum | SCM | Supply Chain Management |
| HDIs | Historically Disadvantaged Individuals | SCOPA | Standing Committee on Public Accounts |
| Hon | Honourable | SDGs | Sustainable Development Goals |
| HVAC | Heating, Ventilation and Air Conditioning | SOM | Sector Oversight Model |
| ICT | Information and Communications Technology | SPOF | Strategic Projects Oversight Forum |
| IPSAS | International Public Sector Accounting Standards | TM Policy | Transversal Mainstreaming Policy |
| IPMS | Integrated Performance Management System | TMFP | Transversal Mainstreaming Audit and Training Project |
| IR | Invoice Received | UIF | Unemployment Insurance Fund |
| IT | Information Technology | | |
| LAC | Legislature Adjudication Council | | |

1 Foreword by the Speaker



Hon Morakane Mosupyo
Speaker of the Gauteng
Provincial Legislature

“As the newly appointed Speaker of the Gauteng Provincial Legislature, Hon Morakane Mosupyo will be signing off the Annual Report for the Sixth Legislative Term on behalf of the outgoing Speaker, Lentheng Ntombi Mekgwe. This handover signifies a seamless transition in our commitment to uphold the principles of good governance and transparency. Hon Mosupyo will carry forward the legacy of excellence established under Speaker Mekgwe’s leadership.”

I am greatly honoured, on behalf of the Presiding Officers of the Gauteng Provincial Legislature (GPL), to present the GPL Annual Performance Report (APR) for the 2022/2024 Financial Year to the people of Gauteng. As we present this annual performance report following the 2024 General Elections, which took place on 29 May 2024, thereby bringing an end to the Sixth Legislative Term, it is important that we focus on our performance, not only for the year under review but holistically on the entire Term. Accordingly, we draw lessons from the three decades of our democratic breakthrough, to consolidate the gains made and chart a new path of the GPL of the future. We do so with the understanding of the huge responsibilities that we face as a preeminent organ of State – the cradle of democracy and the beacon of hope to the people.

I can state with confidence that we have made substantial progress in realising that vision and making good on that commitment made 30 years ago. Despite unprecedented odds, including the devastating COVID-19 pandemic and its associated lockdown restrictions, we still managed to register excellent performance as an institution.



With respect to oversight, the House and its committees, using all oversight instruments at their disposal, exercised **robust oversight over the provincial Executive from planning up to reporting**. We have initiated the Standardized Oversight, Accountability and Reporting in Gauteng (SOAR-GP), whereby the GPL partnered with the Executive to standardise the way in which the Executive will account to the GPL and how the GPL will oversee the Executive. With the positive results already being witnessed we can safely state that through this tool and other oversight initiatives and interventions, we will depend on our oversight to ensure the Executive is held to relentless account, all to the benefit of our people.



On lawmaking, we had considered numerous Bills from the National Council of Provinces as well as Provincial Bills. The project to implement and institutionalise the feasibility study on Money Bills Amendment Procedure and Related Matters Act is being finalised for implementation in the Seventh Legislature. The implementation thereof will enable us to effect changes to the Money Bills, as envisaged by Section 120 of the Constitution.

Based on the amendments of Schedule 3 of the Electoral Act and submissions made by the GPL to the Independent Electoral Commission (IEC), it is pleasing that in the Seventh Legislature, the GPL will have increased the number of seats to a maximum of 80 instead of 73, thereby broadening our representation to our people.



Our public participation initiatives have resulted in an increase in the number of outreach and public education workshops conducted. We are also happy that considerable progress has been made by the Petitions Standing Committee in addressing the petitions backlog inherited from the Sixth Legislature as well as current petitions. The GPL is developing strategies to ensure that people participating in its activities truly reflect the non-racial, non-sexist and united South Africa that we are aspiring to build.



With respect to cooperative governance, we have the constitutional responsibility to foster cooperative and collaborative relationships that will contribute towards a transformative legislative sector.

These collaborative platforms are facilitated at global, national, provincial and municipal levels in order to learn and share best practices, and for development and enhancement of norms and standards in the legislative sector. During this Term, partnerships and working relations have been established, through the Gauteng Speakers Forum, with Institutions Supporting Democracy (ISDs), the South African Legislative Sector (SALS), the South African Association of Public Accounts Committees (SAAPAC), the South African Local Government Association (SALGA), the Department of International Relations and Cooperation (DIRCO), the National Council of State Legislatures (NCSL), the Commonwealth Parliamentary Association (CPA) and local municipal councils to mention but a few.



With respect to strengthening good governance and fiduciary compliance, all our constitutional obligations, discharge of mandates and confidence in leadership and management will be eroded if such achievements are not realised within the ambit of the law and in line with good governance practices, processes and policies. Good governance is the cornerstone of any legislature as it ensures transparency, accountability and the overall wellbeing of the society it represents. The GPL is committed to upholding the principles of good governance in every aspect of our functions. We have an established Legislature Services Board (LSB), made up of the Audit and Risk Committee, Performance and Remuneration Committee, and Human Resource Development Committee, and these are seen as best practices. We are proud that these committees – together with the dedicated, professional and hardworking men and women – have improved scrutiny of the Administration, provided guidance and support to the Administration, and made immense contribution to the improved performance of the GPL, leading to clean audits, which are oftentimes referred to as unqualified audits with no matters of emphasis.

On supporting and capacitating our elected representatives, our Members' capacity building initiatives focused on support to the elected representatives, political party support, constitutional support and support through party administration structures.

The aforementioned are but some of our numerous and substantial achievements during this Term.

Going forward, it is important that as we approach the 30th anniversary of our democratic breakthrough, we reflect on the role of the legislature as a preeminent organ of State, how it executes its mandates and how it is resourced to effectively represent the will of the people.

I am confident that the leadership of this institution that has been entrusted to me for the past two terms will remain firmly on course to deliver a purpose-, people- and performance-driven institution that stands well into the future as a beacon of hope and cradle of democracy.

Despite the ravages brought upon us by the COVID-19 pandemic, we managed to survive and even thrive, having taken positive lessons from an otherwise devastating situation. By continuing in this way, the GPL will be able to extend its oversight deeper and penetrate public participation further, so that even generations to come will be able to enjoy the fruits of a robust and well-functioning democracy.

I wish to thank my fellow Presiding Officers, Members of the Legislature and the entire Administration team for your unwavering support and commitment you have shown during this Term. Most of all, I wish to thank you, the people of this beautiful province, for your trust in me to lead this fine institution.

Through the substantial achievements and others yet to come, I am confident that the incoming leadership can deliver an institution that stands as a beacon of hope and cradle of democracy well into the future, so that our generations and theirs after them will be able to enjoy the fruits of our oversight, public participation, law-making and cooperative governance.

This is in strong demonstration that the Gauteng Provincial Legislature exists and will always strive well into the future for the benefit of the people.

Here's to an even better Gauteng!

Hon Morakane Mosupyo
 Speaker of the Gauteng Provincial Legislature

2 Report of the Acting Accounting Officer



Mr Linda Mwale
Acting Accounting Officer of the
Gauteng Provincial Legislature

“As we mark three decades of democratic progress and the close of our Sixth Legislative Term, the Gauteng Provincial Legislature stands as a beacon of hope and cradle of democracy. Our commitment to robust oversight, inclusive public participation and good governance has strengthened our province, even in the face of unprecedented challenges. Together, we pave the way for an even brighter future for all Gauteng residents.”

In the 2023/2024 financial year, the Gauteng Legislature achieved significant milestones. For the first time in two years, uninterrupted planning and implementation were possible due to the easing of COVID-19 disruptions. This allowed increased engagement with Gauteng residents while integrating valuable lessons learnt during the pandemic.

The legislature remained committed to its constitutional duty of improving the lives of the people of the province. Key priorities included enhancing oversight, ensuring responsive legislation, promoting public participation, and collaborating with other State organs. Through close collaboration with Members, the legislature worked towards fostering public confidence. As the parliamentary term draws to a close, these efforts continue to guide us. Notable achievements during this reporting period set the stage for the Seventh Parliament.

The Sittings of the House and its committees continued to be conducted in a virtual format with minimal disruptions. In line with the virtual format of implementing the business of the legislature, social media platforms were optimised to increase access by the people of Gauteng. This saw the work of the legislature being live streamed in real-time on Facebook and YouTube. Notably, our adaptability to the hybrid work model played a stabilising role, positively impacting on our productivity and overall performance.

The Sector Oversight Model and the Standing Rules which present a structure for the application of the required oversight tools was implemented accordingly. The Members of the Provincial Legislature made use of various oversight tools at their disposal to scrutinise and oversee the work of the Executive to ensure that service delivery takes place. These included Questions, Motions, resolutions, etc. Indicators of procedural and legislative activity remained consistent.

On the public participation front, we have enhanced our processes to ensure that the people of Gauteng are involved in our business, and we continue to reap the benefits of the use of social media platforms such as Facebook, Twitter and YouTube. Furthermore, public education and civic education workshops were fully expanded, taking advantage of the lifted national state of disaster.

The MPLs actively engage in capacity-building initiatives to enhance their agility and adaptability within the dynamic operating environment. Through targeted training programmes, they have successfully bolstered their ability to oversee and scrutinise Gauteng Government’s work.

In addition, several strategic initiatives have been undertaken to ensure compliance with fiduciary requirements and principles of good governance. Notably, this year saw the achievement of a clean audit outcome for another consecutive year and the closure of the Digital Legislature Project. Furthermore, committee rooms now feature a hybrid functionality, and remarkable progress has been made in the implementation of subordinate strategies such as the ICT Strategy, Human Resources Strategy, Inter-Legislature Strategy, and Integrated Public Participation and Communication Strategy.



In our ongoing commitment to the transformation agenda, we have successfully implemented transversal mainstreaming capacity building initiatives. Additionally, we undertook several initiatives to promote ethical conduct within the institution. This included publication of the Register of Members' Interests, implementing the e-Disclosure system for staff, managing fraud risks and conducting ethics awareness programmes.

The cumulative impact of effective leadership and guidance was evident. The Executive Authority – with the support from the Presiding Officers, members of the Legislature Services Board and various committees – contributed to maintaining the GPL's performance at 83% during the 2022/2023 financial year. Remarkably, this achievement occurred despite downward adjustments to the budget baseline within the Medium-Term Expenditure Framework.

Looking ahead, our focus shifts to the next financial year. We will, in the forthcoming year, prioritise the implementation of phase 1 of the Space Optimisation Project and prepare for the transition to the Seventh Legislature.

Lastly, I extend my gratitude to the unwavering strategic support provided by the Executive Authority, the Legislature Services Board, the Office of the Chairperson of Committees and the Office of the Chief Whip. Their guidance during this extraordinary year ensured the smooth functioning of the legislature. I also express my sincere appreciation to our dedicated and hardworking staff. It is within this context that I am pleased to submit the 2023/2024 Annual Report to the Honourable Speaker of the Gauteng Provincial Legislature for approval.

Mr Linda Mwale
 Acting Accounting Officer of the
 Gauteng Provincial Legislature

3 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 E) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the National Treasury.

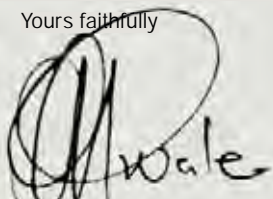
The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.

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 Gauteng Provincial Legislature for the financial year ended 31 March 2024.

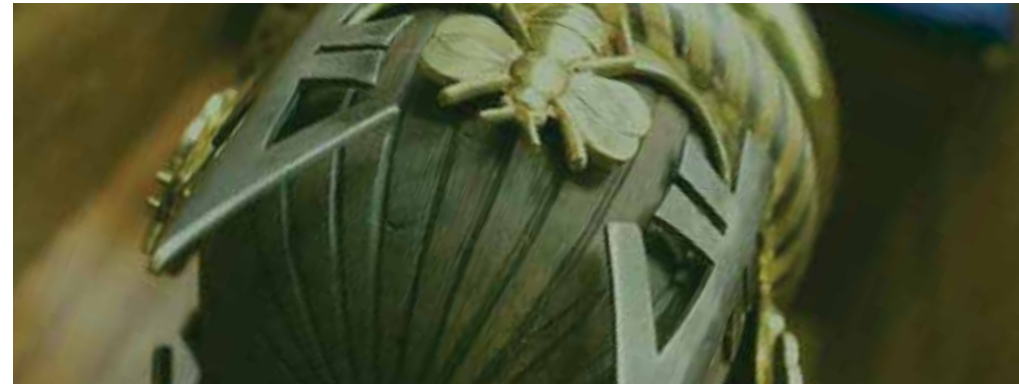
Yours faithfully



Mr Linda Mwale

Acting Accounting Officer of the Gauteng Provincial Legislature

4 Strategic Overview



Vision

To be a progressive legislature that fosters confidence in democracy and improves the quality of life of the people of Gauteng.



Mission

To build a capable and robust legislature with the capacity to fulfil its constitutional mandates.



Values

The GPL is guided by the following principles:

- Accountability
- Integrity
- Outcomes-oriented
- Transparency
- Social equity
- Ubuntu

5 Legislative and other mandates

The constitutional mandates of the legislature remained unchanged, i.e. no changes or revisions were made in legislations governing the work of the legislature.

The provincial legislatures are established in terms of Chapter 6 of the Constitution of the Republic of South Africa, 1996 (thereafter referred to as the Constitution). Section 114 of the Constitution clearly states the responsibility of the Gauteng Provincial Legislature. This section entrusts the GPL with the responsibility to pass, amend and reject any Bill before it, including initiation or preparation of legislative Bills.

The Act further extends the responsibilities of the GPL to oversee the Executive over the implementation of their departments' mandate. The GPL also has the responsibility to facilitate the involvement of the public in the legislative and other processes of the legislature and its committees in line with Section 118 of the Constitution.

The following are key legislative mandates that further outline the GPL's responsibilities and requirements:

- » **Gauteng Petitions Act (Act 5 of 2002).** This Act provides for the right to submit a petition to the Gauteng Provincial Legislature; to provide for the general principles and procedures for the submission of a petition to the legislature; to provide for the consideration of a petition by the standing committee of the legislature assigned to deal with petitions; to provide for the repeal of the Gauteng Petitions Act, 1998, as amended; and to provide for incidental matters thereto.
- » **National Key Points Act (Act 102 of 1980).** This Act provides for the identification of national key points and for the safeguarding of such places. It also makes provision for security arrangements in respect of national key points. The precinct of the Gauteng Provincial Legislature was declared a national key point.
- » **Mandating Procedures of Provinces Act (Act 52 of 2008).** This Act provides for uniform procedures in terms of which provincial legislatures confer authority on their delegations to cast votes on their behalf in the National Council of Provinces, as required by Section 65(2) of the Constitution.
- » **Public Audit Act (Act 25 of 2004 as amended).** The amended Act came into effect on 1 April 2019. It assigns the supreme auditing function to the Auditor-General (AG). The AG audits and reports on the accounts and financial statements and financial management of all provincial government departments and provincial organs of State, including the administrations of provincial legislatures. The audit reports are tabled in the provincial legislature.

The Auditor-General may determine the relevant criteria, standards, guidelines, and frameworks in respect of which provincial legislatures are audited.
- » **Electoral Act (Act 73 of 1998 as amended).** The amended Electoral Act was enacted in June 2023 and it provides for inclusion and nomination of independent candidates as contesters in the election of the National Assembly and provincial legislatures.
- » **The Powers, Privileges and Immunities of Parliament and Provincial Legislatures Act (Act 4 of 2004).** This Act articulates the powers, privileges and immunities of parliament and the provincial legislatures.
- » **Financial Management of Parliament and Provincial Legislatures Act (Act 10 of 2009 as amended).** This Act came into effect on 1 April 2015. It regulates the financial management of parliament and provincial legislatures and ensures that all revenue, expenditure, assets and liabilities of parliament and provincial legislatures are managed effectively, efficiently and transparently.
- » **Money Bills Amendment Procedure and Related Matters Act (Act 9 of 2009).** This Act provides for a procedure to amend Money Bills in parliament and for norms and standards for the amendment of Money Bills in provincial legislatures.

6 Office Bearers

Presiding Officers



Hon Lentheng Ntombi Mekgwe

Speaker



Hon Nomvuyo Mhlakaza-Manamela

Deputy Speaker



Hon Sizakele Nkosi-Malobane

Chairperson of Committees



Hon Mpapa Kanyane

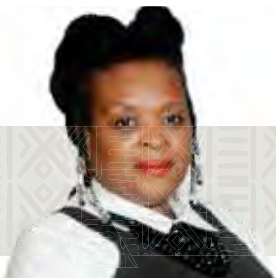
Deputy Chairperson of Committees

Chairpersons of Standing Committees



Hon Lentheng Ntombi Mekgwe

Rules Committee and Programming Committee



Hon Nomvuyo Mhlakaza-Manamela

Privileges and Ethics Committee



Hon Sizakele Nkosi-Malobane

Chairperson of Committees



Hon Bonginkosi Dhlamini

Oversight Committee on the Premier's Office and the Legislature



Hon Boitumelo Ezra Letsoalo

Petitions Committee



Hon Maphefo Mogale-Letsie

Committee on the Scrutiny of Subordinate Legislation



Hon Sochayile Khanyile

Standing Committee on Public Accounts

Leader of Government Business



Hon Nomantu Nkomo-Ralehoko

MEC of Health



Leaders of Political Parties



Hon Lesego Makhubela

*African National Congress
(ANC)*



Hon Solly Msimanga

*Democratic Alliance
(DA)*



Hon Phillip Makwala

*Economic Freedom Fighters
(EFF)*



Hon Anton Alberts

*Freedom Front Plus
(FFP)*



Hon Bonginkosi Dhlamini

*Inkatha Freedom Party
(IFP)*



Hon Dulton Adams

*African Christian Democratic Party
(ACDP)*

“A good leader can engage in a debate frankly and thoroughly, knowing that at the end he and the other side must be closer, and thus emerge stronger. You don’t have that idea when you are arrogant, superficial, and uninformed.” - Nelson Mandela

Chairpersons of Portfolio Committees



Hon Munyai replaced Hon Joe Mpsi who passed away in May 2023.

Hon Bandile Masuku

Community Safety Committee

Hon Paul Malema

Finance Committee

Hon Rebecca Phaladi-Digamela

Health and Wellness Committee

Hon Tshilidzi Munyai

Education Committee



Hon Mfikoe replaced Hon William Matsheke who resigned in October 2023.

Hon Thulani Ndlovu

Sport, Arts, Culture and Recreation Committee

Hon Refiloe Kekana

Environment, Agriculture and Rural Development Committee

Hon Matshidiso Mfikoe

Economic Development Committee

Hon Gregory Schneemann

Transport and Logistics Committee



Hon Fasiha Hassan

CoGTA, e-Government, Research and Development

Hon Alphina Ndlovana

Human Settlements Committee

Hon Mpho Modise

Infrastructure Development and Property Management Committee

Hon Nomathemba Mokgethi

Social Development Committee

Whips of Political Parties



AFRICAN NATIONAL CONGRESS



Hon Lesego Makhubela

Chief Whip, ANC



Hon Thokozile Magagula

Deputy Chief Whip, ANC



Hon Busisiwe Pinky Mncube

NCOP Whip, ANC



Hon Paul Malema

Programming Whip, ANC



Hon Matshidiso Mfikoe

*Economic Transformation
Cluster Whip, ANC*



Hon Dolly Ledwaba

Governance Cluster Whip, ANC



Hon Refiloe Mogale

*Social Transformation
Cluster Whip, ANC*

Whips of Political Parties



DEMOCRATIC ALLIANCE



Hon Frederik Nel

Chief Whip, DA

Hon Adriana Randall

NCOP Whip, DA

Hon Khume Ramulifho

Programming Whip, DA

Hon Mervyn Ciroti

Members Affairs Whip, DA

Hon Nico de Jager

Rules Whip, DA



ECONOMIC FREEDOM FIGHTERS



Hon Boitumelo Makhene

Caucus Whip, EFF

Hon Moshe Koma

Constituency Whip, EFF



Front

1. Solly Msimanga
2. Nomantu Nkomo-Ralehoko
3. Morakane Mosupyo
4. Jacob Mamabolo
5. Faith Mazibuko
6. Nomvuyo Mhlakaza-Manamela
7. Lentheng Mkgwe
8. Panyaza Lesufi
9. Lebogang Maile
10. Tasneem Motara
11. Mbali Hlophe
12. Mzikayifani Khumalo
13. Musa Zuma

Middle

14. Mpapa Kanyane
15. Paul Malema
16. Tshilidzi Munyai
17. Busisiwe Mncube
18. Bonginkosi Dhlamini
19. Fasiha Hassan
20. Dulton Adams
21. Sochayile Khanyile
22. Sizakele Nkosi-Malobane
23. Nthabiseng Mosito
24. Alphina Ndlovana
25. Maphefo Mogale-Letsie
26. Matshidiso Mfikoe

Top

27. Peter Skosana
28. Sylvia Mcungeli
29. Kedibone Diale-Tlabela
30. Refiloe Kekana
31. Kobus Hoffman
32. Amanda de Lange
33. Sergio dos Santos
34. Refilwe Mogale
35. Mauwane Phaladi-Digamela
36. Thokozile Magagula
37. Nomathemba Mokgethi
38. Thulani Ndlovu
39. Gregory Schneemann
40. Ezra Letsoalo
41. Bronwynn Engelbrecht
42. Jack Bloom



"As we examine the details of our performance, we must keep in mind that our shared endeavours ultimately serve to enhance the living standards of all Gauteng residents."





SECTION B

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PERFORMANCE INFORMATION

Overview of Gauteng Provincial Legislature's performance



Hon Sizakele Nkosi-Malobane
Chairperson of Committees

"As we examine the details of our performance, we must keep in mind that our shared endeavours ultimately serve to enhance the living standards of all Gauteng residents."



Hon Mpapa Kanyane
Deputy Chairperson of
Committees

1 Report on performance of committees

The performance of the entire GPL is closely tied to that of the House Committees, which are at the centre of the legislature. Despite facing significant challenges, including the COVID-19 pandemic and its associated lockdown restrictions, the committees made great strides in executing their mandates.



Oversight activities and reports:

The committees conducted rigorous oversight activities and processed oversight reports for submission to the House. One hundred and sixty-one (161) Sector Oversight Model reports were adopted by the House. These reports scrutinised both financial and non-financial performance of the Executive. Additionally, 22 Focused Intervention Studies (FIS) were carried out as part of focused oversight.



House Resolutions and accountability:

House Committees considered more than 75% of departmental responses to House Resolutions during the reporting period. Fifty-four (54) Oversight Question Papers were produced and communicated to the Executive, seeking accountability on legislators' questions.



Service delivery-related petitions:

The Petitions Standing Committee facilitated, oversaw and demanded action on service delivery-related petitions raised by Gauteng residents. Over two hundred new petitions were tabled before the committee, emphasising the legislature's commitment to address service delivery issues.



Law-making and participation: The GPL Committees actively participated in the National Council of Provinces (NCOP) to ensure that Bills passed by parliament represented the interests of the people of Gauteng. The committees processed laws, Bills and Regulations, resulting in the approval of five Regulations and the adoption of two Bills by the House. Thirty-four (34) Bills were considered at various stages of the law-making process.



Community engagement and education: Various public participation platforms were used by the committees in order to engage with Gauteng residents. This included, among others, public education workshops, sector parliaments and public hearings. These efforts raised awareness about the legislature's work and empowered communities to engage meaningfully with their representatives.

Alignment with strategic priorities: Committees aligned their operations with the strategic policy priorities, including the National Development Plan (Vision 2030) and outcomes from the State of the Nation and State of the Province Addresses. This alignment ensures accountability and effective service delivery to the people of Gauteng.

2 Organisational environment

During the reporting period, the internal environment of the Gauteng Provincial Legislature (GPL) exhibited a deliberate focus on several critical aspects. These included value creation, human resource development, performance management, fair compensation and labour relations. The GPL actively pursued its Value Creation Project, with the aim to repurpose and reposition itself to become a purpose-, people- and performance-driven institution. This ongoing initiative centred around enhancing internal processes and structures to boost the overall performance. By optimising its operations, the GPL sought to deliver greater value to its stakeholders.

Furthermore, the commitment to engage with organised labour remained steadfast. The GPL recognises the importance of fostering a collaborative and constructive relationship with employee representatives. Despite the current disagreements that exist, the GPL demonstrated a commitment to protect employee rights and interests. The focus extended beyond mere compliance, emphasising the wellbeing and equitable treatment of all personnel. This approach contributed to a conducive environment where all staff members could thrive.

Notably, the GPL recorded a 13% vacancy rate during the financial year, while resignations remained below 6%. These figures underscored the organisation's efforts to retain talent and maintain stability within its workforce. According to a global barometer, the GPL emerged as the most stable employer in terms of staff turnover. This recognition affirmed the institution's commitment to employee satisfaction and retention.

3 Strategic outcomes

Aligned with the principles of the South African Constitution, the Gauteng Provincial Legislature (GPL) envisions a long-term impact that directly contributes to enhancing the quality of life for all residents of Gauteng. This vision, in turn, aims to address critical societal challenges such as inequality, poverty and unemployment, as outlined in the National Development Plan.

To achieve this ambitious goal, the GPL has identified five strategic outcomes that serve as the foundational pillars toward realising the desired impact. These outcomes align closely with the GPL's constitutional mandate, which encompasses law-making, scrutiny and oversight of the Executive's work, facilitating public participation, and ensuring cooperative governance at all levels. Overall, the GPL's strategic focus extends beyond legislative functions; it actively seeks to create a positive change by improving the wellbeing of Gauteng citizens and fostering a more equitable and prosperous society. The table provides details of the Sixth Term's Policy Priorities as set by the Presiding Officers, the Strategic Outcomes and Intent:

SO1: Enhanced oversight and accountability towards service delivery.



Policy Priority

Oversight to be intensified to focus more on specific government programmes and commitments.

The GPL will enhance its oversight over the Executive and facilitate improved accountability by the Executive in accordance with strategic priorities, specific government commitments, and planned projects. This will ensure that oversight is focused and driven towards ensuring services are rendered, thereby improving the quality of life of all the people of Gauteng.

SO2: Improved responsiveness of laws to meet the needs of the people of Gauteng.



Policy Priority

Law-making to become more proactive and responsive to the needs of the people.

The GPL will improve its law-making capacity and processes to make, amend and pass laws that are responsive to the needs of the people of Gauteng. The legislature will also be vigilant and monitor the implementation of policies and legislation that it has passed. It will also participate, in an effective manner, in the national law-making processes.

SO3: Enhanced meaningful public participation.



Policy Priority

Public participation to become more community-based and representative.

The GPL will rally the people of Gauteng to participate in the delivery of its mandates in a meaningful manner. It will improve its accessibility by people as well as its access to the people to ensure that it is indeed a beacon of the people. The focus will be on the youth and marginalised sectors of society. Furthermore, the work of the GPL will facilitate public participation, public pride and active citizenry through effective awareness and access to information.



SO4: Improved alignment and collaboration between organs of state.



Policy Priority

Cooperative governance processes to become more sector-orientated and supportive of local legislatures.

The GPL will strengthen the Gauteng Legislative Sector's cooperative governance and cooperation to contribute to the sector development locally, continentally and globally. It will engage in targeted interventions to enhance sector collaboration and coordination.

SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.



Policy Priority

Administrative process to become more efficient, enabling and reflective of good governance standards.

The GPL will lead by example. While it oversees the work of the Executive, it will ensure that it conducts its own business and associated processes in accordance with all relevant financial and legal prescripts, thereby upholding the GPL's image as a supreme oversight body in the province.



4 Performance information by programme



PROGRAMME 1: Leadership and Governance

Programme 1 provides overall strategic leadership, governance, and direction to the institution. The core function of the programme is to ensure alignment of the legislature processes, as outlined in the GPL's Five-year Strategy, as well as to monitor and oversee the execution of institutional obligations. In addition, the programme provides leadership and direction to the Legislature Services Board (LSB) and safeguards the strategic political management of the Presiding Officers and Office Bearers. The programme is also responsible for the strategic management of committees to ensure the achievement of political outcomes and delivery of institutional mandates.

The programme has three directorates, with each responsible for the delivery of specific mandates. Firstly, the Administrative Operations Directorate provides direct support to the Offices of the Speaker and Deputy Speaker as well as the Legislature Services Board. Secondly, Oversight and Strategic Liaison oversees administrative support provided to the Offices of the Chairperson of Committees and the Deputy Chairperson of Committees. Lastly, the Inter-Legislature Relations Directorate is responsible for sector-wide coordination and collaboration and the rendering of protocol services. In this reporting period, the programme directly contributed to four of the five strategic outcomes as per the annual performance plan.

Strategic outcomes, performance indicators, planned targets and actual achievements

The fundamental work of the Gauteng Provincial (GPL) is based on its mandate as enshrined in the Constitution of the Republic of South Africa. This mandate is discharged by the House and its committees. Through the application of various oversight instruments, the House committees exercised robust oversight on the work of the Gauteng Provincial Government from planning up to reporting. The annual performance plans as well as the budget spending plans were scrutinised by the House committees, which are an engine of the legislature in strengthening accountability of the Executive. The performance of the Executive and its adherence with the regulatory prescripts were scrutinised through various oversight tools such as quarterly performance reports, unannounced oversight visits and focused intervention studies.

Strategic Outcome



SO1: Enhanced oversight and accountability towards service delivery.



SO2: Improved responsiveness of laws to meet the needs of the people of Gauteng.



SO4: Improved alignment and collaboration between organs of State.



SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

The leadership and governance in the Office of the Speaker serves as one of the core pillars that strengthen the GPL's legislative effectiveness. While the programme makes a substantial contribution to all the five institutional strategic outcomes, for the reporting period under review, it directly contributed to four of the five strategic outcomes in line with the Sixth Legislature's Strategic Plan. The programme focused on strengthening the operationalisation of the Sector Oversight Model (SOM) through the Committees Oversight and Accountability Framework (COVAC). The work of all committees was underpinned by systematic implementation of SOM, as well as the quarterly performance assessments of House Portfolio and Standing Committees.

The Chairperson of Committees plays a critical role in ensuring that the work of committees remains robust and addresses the needs of the people of Gauteng. The

Standing Committee of Chairpersons provides a platform for engagement with various chairpersons and this is aimed at improving areas of weaknesses and strengthening oversight and scrutiny. The committee conducted, in the reporting period, four quarterly review sessions which provided an opportunity for the Chairperson of Committees to engage with other Institutions Supporting Democracy (ISDs) such as the Auditor-General South Africa, the Public Service Commission, the Independent Electoral Commission, and the Public Protector South Africa on oversight matters that require collaborative efforts in order to improve and strengthen the provincial governance.

During the reporting period under review, the House Committees have effectively executed their plans and deepened public participation in their oversight and scrutiny work over the services delivered by the provincial Executive. With regard to the discharge of the law-making mandate, an assessment was conducted on the efficiency and effectiveness of the Gauteng Provincial Legislature's law-making process. An oversight report with key recommendations was drafted and tabled before the relevant oversight structures. This report focused on aspects such as capacity, expertise, resources, citizen participation, data analysis, research utilisation, and continuous evaluation of legislation. It also identified areas of improvement and made recommendations to enhance the process. The ultimate goal is to address social and economic challenges, improve service delivery, and ensure that laws passed are responsive to the needs of the people of Gauteng.

Overall, the Inter-Legislature Strategy was successfully implemented with a completion rate of 97%, exceeding the planned 90% for the period under review. During this period, the GPL made a marked contribution in fostering the cooperative and collaborative relationships between State organs towards a transformative legislative sector. The key achievements with regard to the Inter-Legislature Strategy in this reporting period are:

» **Active participation in legislative sector structures** – the legislature actively participated in various legislative sector structures and activities such as the SoCATT, Commonwealth Parliamentary Association (CPA), Legislative Sector








Support (LSS) forums, and the National Speaker's Forum. This demonstrates the legislature's commitment to collaboration and cooperation within the legislative sector.

- » **Implementation of sector norms and standards** – a survey was conducted to assess the Gauteng Provincial Legislature's implementation of sector norms and standards. The results indicated that the legislature is generally implementing these norms and standards; however, there is a need to create awareness among individuals so as to improve the overall response to the survey.
- » **Engagement with strategic partners** – the legislature successfully engaged with strategic partners during the reporting period. This included working closely with several Institutions Supporting Democracy such as the Human Rights Commission and the Public Sector Commission as well as hosting the Acting Public Protector South Africa as part of the good governance initiatives. The legislature engaged with various embassies and also participated in the celebration of the 10th Anniversary of the Belt and Road Initiative and the 7th Anniversary of the Southern Africa Chinese Enterprise Association.
- » **The Gauteng Speakers' Forum organised training and seminars for various stakeholders such as the City of Tshwane Metropolitan Municipal Council's Rules and Ethics Committee.** These training sessions were aimed at enhancing the knowledge and skills of participants in areas related to legislative processes, ethics and good governance. Furthermore, the legislature successfully monitored the progress on the implementation of the annual plan of the Gauteng Speakers' Forum.
- » **Collaboration with Provincial Coordinating Offices (PCOs) and joint projects** – the legislature collaborated with PCOs and implemented joint projects aimed at extending the work of the legislature to several communities. A particular focus was on the Dobsonville and Lenasia PCOs during the reporting period.
- » **Automation and efficiency improvements** – the legislature made efforts to leverage technology and automation to improve efficiency and reduce manual effort. Processes related to outbound and inbound study tours were automated, as well as the institutional passport register. These automation efforts streamlined administrative tasks and improved overall productivity.



Furthermore, by the end of this reporting period, all committees had each undertaken at least one international benchmarking visit. These visits provided the committees with the opportunity to learn from their counterparts in other countries and gain insights into best practices in areas such as economic development, public accounts oversight, legislative processes, and scrutiny of subordinate legislation. In addition, committees also had the opportune time to share their own experiences and expertise with their counterparts in other countries. This exposure to new ideas and knowledge exchanges fostered collaboration and mutual learning, leading to improved practices that can inspire committees to adopt innovative approaches in various areas of legislative work.

Performance indicators and targets

|  Programme 1: Leadership and Governance | | | | | | | |
|---|--|---|---|--------------------------|------------------------------|---|--|
| Performance Indicator | | | Actual Achievement 2022/2023 | Planned Target 2023/2024 | Actual Achievement 2023/2024 | Deviation from planned target for 2023/2024 | Comment on deviations |
| Strategic Outcome 1: Enhanced oversight and accountability towards service delivery | | | | | | | |
|  | 1.1 | Number of quarterly oversight reports on the performance of Committees produced | 4 | 4 | 4 | No deviation | N/A |
| Strategic Outcome 2: Increased responsiveness of laws to meet the needs of the people of Gauteng | | | | | | | |
|  | 2.1 | Number of annual oversight reports on discharge of law-making making mandate | 1 | 1 | 1 | No deviation | N/A |
| Strategic Outcome 4: Improved alignment and collaboration between organs of State | | | | | | | |
|  | 4.1 | Percentage achievement of targets in ILR strategy implementation plan | 80% | 90% | 97% | 7% | More availability of stakeholders & strategic partners to collaborate with GPL |
| Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance | | | | | | | |
|  | 5.1 | Number of initiatives undertaken to promote ethical conduct - seminar | 1 | 1 | 1 | No deviation | N/A |
|  | Strategy to overcome areas of underperformance | | There are no areas of performance deviation reported in this financial year. | | | | |
|  | Changes to planned targets | | There were no in-year changes made to planned performance indicators and targets. | | | | |

2024/2025 Financial Year Outlook

In the next reporting period, the GPL will focus on the following:

- » Overseeing the performance of committees and ensuring a better understanding of the oversight formats used by the legislature to hold the Executive accountable.
- » Collaboration with the Executive (Leader of Government Business) to address challenges related to the performance of departments.
- » Sector alignment will be facilitated through the Speakers' forums and the forum of Secretaries. Strategic partnerships and diplomatic relations with regional and international bodies will be maintained.
- » The Committees Travel Policy will be reviewed in line with austerity measures and National Treasury Guidelines on travel by legislatures, with a focus on enhancing Members' capacity through training and benchmarking experiences.
- » Stakeholder engagements will be prioritised to inform laws requiring reform and development at both provincial and national levels. Additionally, there will be a continued focus on overseeing the law-making mandate and promoting ethical conduct by Members.





PROGRAMME 2: Office of the Secretary

The Office of the Secretary serves as a custodian of the development and implementation of the GPL strategy. It also provides strategic, tactical and operational leadership to the Administration for the attainment of the constitutional mandate of oversight and scrutiny, law-making, public participation and cooperative governance. The office is established to enable the Secretary to the Legislature to fulfil administrative and financial obligations in line with applicable legislation and legal directives.

The office is also accountable for the institutional performance monitoring, budgeting, contract management, transversal mainstreaming, evaluation and project governance. Although the programme contributes to all the set strategic outcomes, its direct contribution is toward Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance.

Strategic outcomes, performance indicators, planned targets and actual achievements

Strategic Outcome



SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

The programme plays a significant role in contributing to all five strategic outcomes of the Sixth Legislature; however, its most direct impact is on Strategic Outcome 5. Essentially, the programme serves as the central hub for administration with the primary purpose being to facilitate efficient and effective administrative support to the House and its committees, thereby enabling them to fulfil their constitutional mandate. During the reporting period, the programme successfully achieved all four planned targets as detailed below.

The Secretariat, an executive committee operating within Programme 2, holds the highest administrative authority within the legislature's administration. Its responsibilities include ensuring alignment between the overall strategy and operational plans. Additionally, the Secretariat actively monitors institutional performance against annual, operational and project plans. It oversees compliance with various regulatory requirements. Notably, during this reporting period, the institution demonstrated full compliance with the Financial Management of Parliament and Provincial Legislatures Act (FMPPLA).

The Secretariat promptly compiled and submitted six compliance reports to the Executive Authority, which included four quarterly reports, one mid-year report and one annual report. Moreover, the institutional planning cycle for the 2024/2025 financial year culminated in integrated plans for both committees and Administration programmes, with a particular focus on supporting the House and its committees in discharging its constitutional mandate. These plans align closely with the Sixth Legislature Strategic Plan and were subsequently presented to relevant oversight structures for approval for implementation in the next reporting period.

In terms of institutional performance monitoring, the Secretariat diligently ensured continuous compliance with various governance frameworks and statutory requirements. This oversight extended to strategic projects, contract management, legal matters as well as transversal mainstreaming training throughout the reporting period.

In compliance with the Contract Management Framework, the status of all contracts in relation to duration, costs and purpose was monitored and tracked through the contract register and reported to various structures. This was to ensure the streamlining of contract management, management of the risk(s) of each contract as

well as aligning the procurement process in terms of cancellations and renewals. This also ensured that all stages of the Legislature Acquisition Council's decisions were properly followed.

Through the Project Governance Office, the GPL continued to provide leadership and oversight on institutional projects. This effort resulted in the near one hundred percent project reporting across all the reporting periods. Reporting on projects enabled us to keep our stakeholders informed about project progress and delays. We used the project portfolio risk register to monitor risks active in the environment in which projects are conceived and implemented. Further, the individual project risk registers were used to monitor risks affecting the different projects' abilities to meet their objectives. For both the portfolio and individual project risk registers, reports were periodically submitted to the Risk Management Committee. Oversight and reporting were mainly on projects resident in the Building Management space as well as in Programme 4: Core Business.

During this reporting period, the GPL successfully executed four transversal mainstreaming capacity development initiatives, with a total of 78 MPLs and staff participants. The first two initiatives served as part of a three-phased approach leading to intensive gender-responsive budgeting (GRB) training. These initial phases involved a one-week online training for selected MPLs and officials. The purpose was to prepare these participants for the subsequent face-to-face training at the International Training Centre of the International Labour Organisation (ITCILO) in Turin, Italy. In the final phase of the GRB training, three Presiding Officers and 18 officials actively participated in an on-site training session at the ITCILO in Italy. The overarching learning objectives encompassed enhancing participants' understanding of gender concepts, raising awareness about the latest insights on gender mainstreaming and gender-responsive governance, introducing the GRB methodology, sensitising participants to the importance of applying gender-responsive budgeting in their professional context within the GPL, and enhancing

the necessary skills to identify entry points for introducing GRB governance and developing a sustainable institutional strategy.

Furthermore, a two-day training session was held, which saw a total of 27 staff members actively participating. The curriculum is structured not only to support the mainstreaming of transversal issues such as gender, race, disability and youth in the mandate and administrative operations of the legislature but also to renew the GPL's commitment to implement the national transformation agenda for a non-sexist and non-racist South Africa. The final session was the annual awareness session, which is also mandatory for management. The training was attended by a total of 31 participants, including colleagues from the National Treasury as well as the National Parliament. This is the third consecutive year that these sessions have been conducted. These sessions are intended not only to continue encouraging senior management to implement their respective transversal mainstreaming mandates, get an update on the commitments made by executive management, but also to solicit information from like-minded stakeholders, who are invited to make presentations at the annual sessions.

During the reporting period, ethical conduct emerged as a central tenet guiding the lives of public officials and underpinning the ethos of public service delivery. The programme played a pivotal role in establishing systems to facilitate financial disclosures by both public representatives and officials. Collaborating closely with the Integrity Commissioner, the Secretariat actively promoted ethical behaviour across the institution. This involved raising awareness among public representatives and officials and ensuring compliance with the Code of Conduct and Disclosures Framework.

The Office of the Integrity Commissioner (IC) adhered to Part 4(20)(3) of the Code of Conduct, which mandates that Members disclose their registrable interests within 30 days after the Official Opening of the Legislature for the reporting period. As part of this commitment, the office compiled and published a Register of Members' Interests




for the 2022/2023 financial year. A media statement was issued to inform the public of its availability, and the register is accessible for scrutiny in the Gauteng Legislature's Library (Information Centre). Regarding the disclosure of interests by public officials, a comprehensive financial interest and disclosure report was compiled and presented to the various governance structures. This process followed an electronic disclosure (e-Disclosure) mechanism. The GPL staff also utilised the same system to disclose their financial interests.

Other areas of performance to which the programme contributes include the implementation of the ICT Strategy. In this instance, a report on benchmarking of

a Performance Information Management System was submitted for tabling, as well as extensive progress made towards the deployment of the Project Online system. To date, project schedules and reporting templates have been incorporated into the system and this included the deployment of dashboards using Power BI. The next phase is the configuration of SAP, Barn Owl and IDU Project Type. To this end, a business case (BC) was developed in collaboration with the Department of e-Government. The main objective is to determine whether the Department of e-Government will fulfil the role of an implementing agent for the system configuration or not.

Performance indicators and targets

|  Programme 2: Office of the Secretary | | | | | |
|---|------------------------------|--------------------------|------------------------------|---|-----------------------|
| Performance Indicator | Actual Achievement 2022/2023 | Planned Target 2023/2024 | Actual Achievement 2023/2024 | Deviation from planned target for 2023/2024 | Comment on deviations |

Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

| | | | | | | | |
|---|-----|--|---|---|---|--------------|-----|
|  | 5.1 | Number of compliance performance information progress reports on the APP | 6 | 6 | 6 | No deviation | N/A |
| | 5.3 | Number of transversal mainstreaming capacity development sessions conducted | 5 | 4 | 4 | No deviation | N/A |
| | 5.4 | Number of initiatives conducted to promote ethical conduct (e-disclosure and Members register) | 2 | 2 | 2 | No deviation | N/A |



Strategy to overcome areas of underperformance

There are no areas of negative performance deviation reported in this financial year.



Changes to planned targets

There were no in-year changes made to planned performance.

2024/2025 Financial Year Outlook

In the upcoming reporting period, our primary focus will be on transitioning to the Seventh Legislature. This involves establishing systems to develop a strategy for the new Term. Additionally, we will continue implementing initiatives aimed at enhancing service transformation. These initiatives include leadership development at all levels and fostering accountability and a culture of high performance. Furthermore, we will work on strengthening the institutional project governance capacity to ensure effective project implementation and benefit realisation management. Our efforts will align with the mandate of the Integrity Commissioner in supporting provision of services to Members.





PROGRAMME 3: Corporate Support Services

The Corporate Support Services Programme gives support to all internal stakeholders. These include provision of enabling facilities and benefits for Members and their political parties, rendering human resource and Members' facilities management services; providing household, security, logistical services, including facilitation of occupational health and safety services; rendering administrative and user support services, as well as enhancing and maintaining information technology infrastructure.

Programme 3 is a support function consisting of four subprogrammes, namely: Members Affairs, Operational Support Services, Institutional Support Services as well as Information and Communications Technologies. Although the programme contributes to all the set strategic outcomes, in this reporting period, it specifically contributed to Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance. Two of the four planned targets were achieved.

Strategic outcomes, performance indicators, planned targets and actual achievements

Strategic Outcome



SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

The programme has the responsibility to ensure that an enabling corporate support service is provided to the institution, Members and their political parties specifically to enable them to discharge their mandates in an effective and efficient manner. The services provided within this programme include capacity building, property and facility management services in line with the set norms and standards, information and communications technologies, people management, and other facilities for Members to fulfil their duties as public representatives.

Training of MPLs is very critical as it equips them with the necessary knowledge, skills and ethical conduct to fulfil their roles as representatives of the people of Gauteng and contribute in a meaningful way to the legislative process. It also enables them to effectively advocate for their constituents, engage in constructive debates and hold the government accountable. Overall, training is crucial for building a competent, knowledgeable and effective legislative body that can serve the best interests of the citizens. Training conducted during this reporting period included enhancing legislative knowledge, strengthening democratic governance, building policy expertise, promoting effective oversight, fostering ethical leadership, keeping pace with changing contexts, empowering Members, and ensuring effective representation and governance.

Furthermore, in anticipation of the end of term attrition of MPLs, a session focusing on the Political Office-Bearers Pension Fund was undertaken. Some of the areas of training included deliberation on the recently enacted Electoral Act and Amendment Bill; some awareness on what coalition government would mean in the face of the upcoming national elections, unpacking Money Bills and what it means for their roles in their respective committees; cyber security awareness for Members in light of the threats all organisations are facing in the era of digital legislatures as well legislative drafting and reorientation of the Sector Oversight Model (SOM). MPLs as well as political staff were also afforded an opportunity to undertake various personal development courses in their areas of interest and to strengthen their capacity.

During the review period, timely transfers of party funds and constituency allowances were made to all political parties represented in the Gauteng Provincial Legislature (GPL). These funds facilitate the establishment and maintenance of political party infrastructure aimed at serving the interests of their constituents. The transfers were executed in accordance with Section 35(1) of the Financial Management of Parliament

and Provincial Legislatures Act (Act 10 of 2009), as well as the Internal Arrangements for Represented Political Parties Policies, which align with Section 116 of the Constitution. Each political party in the legislature entered into a memorandum of agreement, and the subsequent implementation was closely monitored and reported. The financial management of these funds was meticulously tracked through audited financial statements submitted by the respective political parties to the legislature.

In the previous reporting periods, the GPL launched a Leadership Training initiative aimed at equipping administrative leaders with essential skills and knowledge. These skills include navigating change, making informed decisions, enhancing employee engagement, addressing conflicts and fostering innovation.

In this specific reporting period, the Leadership Initiatives achieved 88% (21 out of 24) of the planned milestones.

The focus during this period was on creating a platform for leadership and senior management development, which included a coaching programme for the Executive Leadership and building a strong leadership pipeline to ensure smooth leadership transitions and continuity within the GPL. Additionally, the GPL developed a return-on-investment (ROI) strategy to measure the effectiveness of its learning and development programme. Envisaged outcomes include tangible success for the GPL and maximising the value of its workforce through an ROI-focused approach.

Noting that ICT within the GPL has brought about fundamental operational efficiency and the gains that were made during the COVID-19 era have been engrained in how the GPL does its business and are now the norm.

In this respect, an implementation of the Five-Year ICT Strategy was executed as planned with a completion rate of 81%, compared to the planned target of 90%.

To achieve this, seven out of 10 planned KPIs were successfully implemented. These include implementation of Zero Trust Security Roadmap, development of a digital business strategy, automation of leadership and governance forms, assessment of 10 GPL Acts through Barn Owl automation, deployment of the Project Online System, implementation of electronic documents and records management system (EDRMS) as well as benchmarking for a suitable Performance Information Management System. The three KPIs that were not fully implemented are implementation of the Customer Relations Management (CRM) system, the enhancement of the SAP Record-to-Report Process as well as SAP Procure-to-Pay Process. It is anticipated all the outstanding milestones will form part of the final implementation plan for the approved Five-year ICT Strategy and will be part of the collaborative agreement package offered through the e-Government Department's services.

In addition to the above, two planned outputs for the Human Resource Strategy were not realised. However, substantive work has been made toward partial achievement of the set target.

In the period under review, the work on Value Creation initiative, which aims to reconfigure the organisational structure to be responsive to the current and future strategies of the legislature, was intensified with an overall achievement at 95% (54/57) of the planned outputs.

Key achievements include repositioning of the human resources management, employees wellness programme, human resource governance, and organisational development. However, partial achievement was reported in the areas of talent management and the new working model. What follows below is the performance table that details overall performance per KPI for the period under review:



Performance indicators and targets



Programme 3: Corporate Support Services

| Performance Indicator | Actual Achievement 2022/2023 | Planned Target 2023/2024 | Actual Achievement 2023/2024 | Deviation from planned target for 2023/2024 | Comment on deviations |
|-----------------------|------------------------------|--------------------------|------------------------------|---|-----------------------|
|-----------------------|------------------------------|--------------------------|------------------------------|---|-----------------------|

Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

| | | | | | | | |
|--|-----|---|------|------|------|--------------|--|
| | 5.5 | Percentage achievement of milestones in the Leadership initiative implementation plan | 92% | 100% | 88% | 12% | Training on the 3 competencies was initiated in 2023/24 is to be completed in 2024/25 |
| | 5.6 | Percentage implementation of scheduled member training | 100% | 100% | 100% | No deviation | N/A |
| | 5.7 | Percentage achievement of milestones in the ICT strategy's annual implementation plan | 85% | 90% | 81% | 9% | Majority of outputs not delivered due to dependency to external partners |
| | 5.8 | Percentage achievement of milestones in the HR strategy's annual implementation plan | 90% | 100% | 95% | 5% | Oversight structure workshop on the Value Creation project was postponed, affecting three milestones |



Strategy to overcome areas of underperformance

The implementation of the Leadership Initiative, the HR Strategy as well as the ICT Strategy milestones were not achieved. The failure to achieve these targets can be attributed to factors such as the HRD Committee meetings not taking place and dependency on external partners. It is anticipated that these deliverables will be finalised in the next reporting period. The mitigation strategies have been put in place to ensure integration of the outstanding output plans into the new financial year's implementation plans for seamless execution.



Changes to planned targets

There were no in-year changes made to planned performance indicators and targets.

2024/2025 Financial Year Outlook

In the upcoming reporting period, the GPL will prioritise the full implementation of the Sixth Term functional strategies, which include the ICT Strategy, Human Resource Strategy and Leadership Initiative. Notably, the latter two are closely tied to the ongoing Value Creation (VC) Initiative. We anticipate that the VC's final recommendations will be implemented during this reporting period. The GPL will continue to deliver wellness and support programmes to foster a modern and secure workplace environment. Additionally, property and facilities management will ensure that the office space supports the work of the House and its committees. The long-awaited roofing project is set to conclude by the end of the 2024/2025 period. Furthermore, our focus will be on establishing systems for the dissolution of the Sixth Legislature and establishment of the Seventh Legislature, following the general elections in May 2024. Subsequently, an intensive training programme will be provided for the incoming Members of the Provincial Legislature, and this will lay the foundation for building a competent, knowledgeable and effective legislative body that serves the best interests of the citizens it represents.







**PROGRAMME 4:
Core Business**

The Core Business Programme provides comprehensive support to the House and its committees to advance their constitutional mandates of oversight and scrutiny over the work of the Executive, law-making, public participation and cooperative governance. In all the mandates, Core Business ensures involvement of the people of Gauteng in the business of the legislature through the provision of administrative support to different public participation initiatives and creation of platforms that facilitate participation.

The programme is made up of three subprogrammes, i.e. Parliamentary Business, Communications, Public Participation and Petitions, and Information and Knowledge Management. These subprogrammes play a critical role in the attainment of the strategic outcomes of the legislature. Programme 4 contributes directly to four of the five strategic outcomes, with a total of 11 key performance indicators (KPIs). Of these, 10 were achieved while one was not achieved – refer to item 4.4.2.

Strategic outcomes, performance indicators, planned targets and actual achievements

| Strategic Outcome | | | |
|-------------------|---|--|---|
| | SO1: Enhanced oversight and accountability towards service delivery. | | SO3: Public participation to become more community-based and representative. |
| | SO2: Improved responsiveness of laws to meet the needs of the people of Gauteng. | | SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance. |

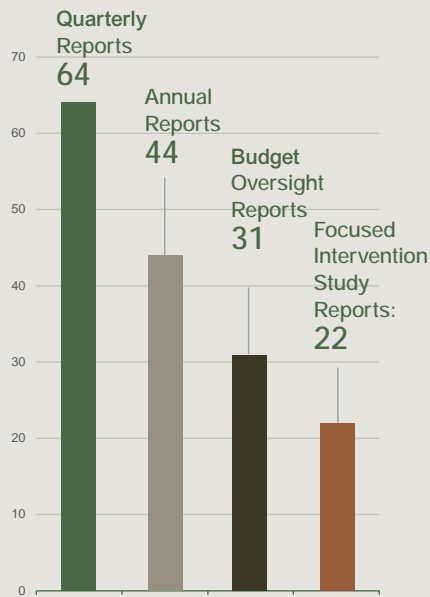
The primary purpose of the Core Business Programme is to provide administrative support for smooth running of the House and its committees and to enable Members of the Provincial Legislature (MPLs) to fulfil their constitutional mandates of oversight, law-making and facilitating a participatory governance in the provincial government. This is achieved by offering diverse professional support in procedural, legal, research, secretarial, language, communications, advisory and information services. The Standard Operating Procedures and the Standing Rules set standards for the efficiency and effectiveness in which these services are rendered.

The 11 key performance indicators and targets outlined below encapsulate the core work of this programme. The table under item 4.4.2 documents the planned performance targets – what was achieved and not achieved – as well as the performance deviations and mitigation strategies to curb non-performance in future.

The House and its committees continued to facilitate its business in a hybrid mode, that is, holding physical and virtual Sittings and meetings, owing to the technological advancement brought about by COVID-19.

The legislative Sector Oversight Model (SOM) provides a framework within which the legislature might exercise oversight and scrutiny over the work of the provincial Executive. Within the realm of the annual performance plan, the legislature planned its outputs around six oversight tools, namely: scrutiny of the performance plans and reports, focused intervention studies, resolutions, Questions, Motions and committee inquiries.

Types of SOM Oversight Reports Adopted by the House



In this regard, the House adopted a total of 161 SOM oversight reports consisting of 64 quarterlies, 44 annual reports, 31 budget oversight reports as well as 22 focused intervention study reports.

These reports are a result of intensive scrutiny of and oversight over the non-financial and financial performance plans and reports, engagements with different provincial departments' officials and Members of the Executive Council, as well as the oversight visits to the various sites where projects are being implemented.

In this reporting period, a total of 22 focused intervention studies (FIS) were carried out and reports produced were tabled before the House for adoption. Table 1 below provides a list of focused intervention studies that were carried out in this reporting period.

Table 1: List of Focused Intervention Study Reports adopted by the House, 2023-2024 FY: Committee Name & FIS Report Title

| | | | |
|----|--|----|--|
| 01 | CoGTA, e-Government, Research and Development <ul style="list-style-type: none"> » e-Government addressed duplications of ICT infrastructure between local and provincial spheres of government in accelerating broadband connectivity. » Examining the implementation of infrastructure development programmes on water supply and electricity (Outcome 9, Sub-outcome 1) (B2B Pillar 5): The case of two district municipalities (Sedibeng and West Rand) and Gauteng metros (CoJ, CoE and CoT). » Evaluating the implementation of the roadmap on powers, functions and metro system of Government. | 06 | Human Settlements <ul style="list-style-type: none"> » An assessment of plans in place to upgrade informal settlements and the implementation of the Hostel Redevelopment Programme with specific reference to the six Johannesburg inner city hostels. » An evaluation on the progress made in relation to the projects that are being implemented by the Housing Development Agency (HAD) on behalf of the Gauteng Department of Human Settlements. |
| 02 | EARD (Environment, Agriculture and Rural Development) <ul style="list-style-type: none"> » Conservation of landfill airspace in the province. » Enhanced biosecurity measures to stem the spread of livestock diseases in the province. | 07 | Infrastructure Development and Property Management <ul style="list-style-type: none"> » Investigation of government-owned, vacant, illegally occupied land and buildings in Gauteng for the 2021/2022 FY. » Reviewing infrastructure projects of the current administration in Gauteng. |
| 03 | Economic Development <ul style="list-style-type: none"> » Assessing government's ability to realise the potential of tourism infrastructure to promote and sustain tourism in Gauteng: The Dinokeng Game Reserve and Ga-Rankuwa Hotel School. » Implementation of the Gauteng Township Economic Development Act through small businesses support: Status of distribution centres in Mamelodi and Thokoza. | 08 | OCPOL (Oversight Committee on the Premier's Office and the Legislature) <ul style="list-style-type: none"> » Digital Legislature Project of the Gauteng Provincial Legislature. » FIS Report on increased economic participation for people living with disabilities (PwDs). |
| 04 | Finance <ul style="list-style-type: none"> » Assessing the effectiveness of support provided to youth-owned businesses in Gauteng. | 09 | Social Development <ul style="list-style-type: none"> » The review of the state of victim-friendly rooms and its effective role in dealing with GBV. |
| 05 | Health and Wellness <ul style="list-style-type: none"> » Assessing the impact of shortage of skilled staff in maternity on improving maternal health in Gauteng. » Assessing the preparedness of the primary health care (PHC) facilities regarding the implementation of picture archiving communication system (PACS) and implementation of the Health Patient Record System (HPRS). | 10 | 10. SRAC (Sport, Recreation, Arts and Culture) <ul style="list-style-type: none"> » Committee concerns on the implementation of the Infrastructure Development Projects: A case of library infrastructure, sport infrastructure and heritage monuments. » Gauteng Provincial Adjustment Appropriation Bill [G003-2023] for the 2023/2024 financial year. |
| | | 11 | Transport and Logistics <ul style="list-style-type: none"> » Establishment of logistics branch by the department. » Progress on the implementation of Integrated Fare Management Services in the province. » State of readiness on green transport by the Department of Transport and Logistics. |

Resolutions are another critical oversight tool that the legislature employs to oversee the work of the Executive. These are binding decisions of the House which require action and response by the Executive, based on all the SOM oversight reports. The consideration of resolutions by the House committees marks a critical step in the resolution management value chain, where committees scrutinise the implementation of the resolutions by respective provincial departments and resolve whether to close or keep the resolutions open depending on the adequacy of the responses.

In this reporting period, the House committees considered 386 responses to the House resolutions received. Of the 386 responses that were considered by the committees, 195 responses, amounting to 51%, were closed. The remainder remains open, as the committees continue to monitor the actions taken on the resolutions by the Executive.

The legislature also applies Questions and Motions as oversight tools to hold the Executive accountable. During the reporting period, a total of 54 Oversight Question Papers were produced and communicated to the Executive to seek accountability on the questions raised by the legislators. Furthermore, a total of four Motions were tabled for debate in the House, as expressed in Table 2 below. The two Appropriation Bills were adopted, the Motion on the digital economy was for debate only, and the Community Safety Oversight Bill was not adopted by the House.

Table 2: Titles of Motions tabled during the 2023-2024 FY

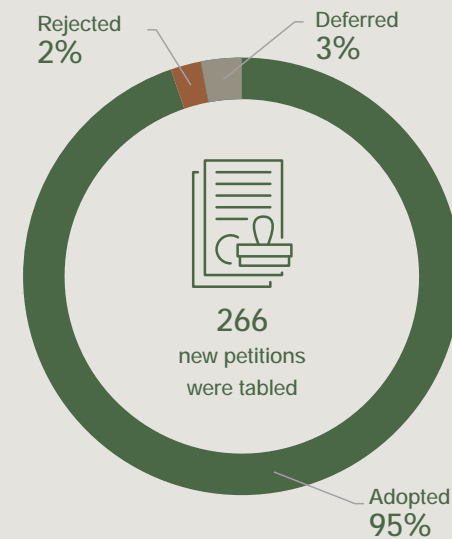
| | |
|----|---|
| 01 | Gauteng Provincial Appropriation Bill for 2023-2024 FY |
| 02 | Motion on the digital economy |
| 03 | Gauteng Community Safety Oversight Bill [G003(B)-2020] |
| 04 | Gauteng Provincial Adjustment Appropriation Bill [G003-2023] for the 2023/2024 financial year |

In addition to the above tools that ensure compliance with both the Sector Oversight Model and the Standing Rules of the House, petitions provide a platform to the people of Gauteng to make their submissions or complaints to the legislature about service delivery issues, as provided for in the Gauteng Petitions Act. The petitions system allowed the Petitions Standing Committee (PSC) to facilitate, oversee and demand action on the backlogs and/or feedback on queries relating to service delivery from the Executive, and to provide feedback to the petitioners.





Distribution of petitions tabled by the PSC for consideration



In the period under review, 266 new petitions were tabled before the PSC for consideration against the planned target of 120 petitions. Of these, 252 petitions (95%) were adopted, six petitions (which amounts to 2%) were rejected and eight (amounting to 3%) were deferred for further consultation with the affected stakeholders.

Section 114 (1) of the Constitution confers the law-making powers of the province to the Gauteng Provincial Legislature. These powers require the legislature to consider, pass, amend or reject any Bill before it and initiate or prepare legislation. The legislature also actively participates in the National Council of Provinces (NCOP) to ensure that all the Bills passed by parliament represent the interests and needs of the people of Gauteng. In the current reporting period, House committees processed laws, Bills as well as regulations in discharging its law-making mandate.

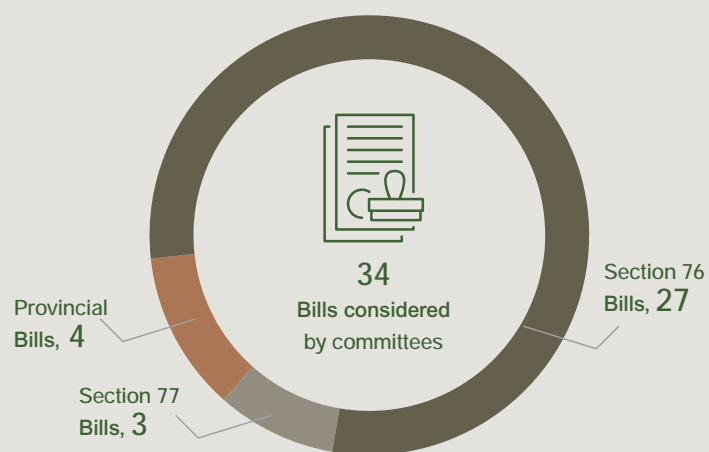
With respect to the latter, a total of five regulations were approved:

- » Revision of Uniform Patient Fee Schedule relating to Hospital Mortuary, 2023.
- » Revision of Uniform Patient Fee Schedule relating to Ambulances, 2023.
- » Revision of Uniform Patient Fee Schedule relating Classification of and Fees Payable by Patients at Provincial Hospitals, 2023.
- » Governing Body Amendment Regulations for Public schools 2024.
- » Gauteng Road Traffic Amendment Regulations, 2024.

Additionally, two Bills that were passed by the House will subsequently be signed into law by the Premier of Gauteng. These are -

- » Gauteng Provincial Appropriation Bill, 2023/2024 Financial Year; and
- » Gauteng Provincial Adjustment Appropriation Bill, 2023/2024 Financial Year.

Categories of Bills considered by committees



Lastly, the third aspect of discharging the law-making mandate is the processing of the following categories of Bills, i.e. Bills referred to committees of the legislature from the National Council of Provinces, Private Members' Bills and those from the Executive. To this end, the committees considered a total of 34 Bills at varying stages of the law-making process. These comprised 27 Section 76 Bills, three Section 77 Bills and four Provincial Bills.

Table 3: List of Bills, 2023-2024 FY

Section 76 (NCOP) Bills

| | |
|----|--|
| 01 | Copyright Amendment Bill |
| 02 | Economic Regulation of Transport Bill |
| 03 | Fundraising Amendment Bill |
| 04 | Housing Consumer Protection Bill |
| 05 | Prevention of Illegal Eviction from Unlawful Occupation of Land Amendment Bill |
| 06 | Responsible Spending Bill |
| 07 | Basic Education Laws Amendment Bill |
| 08 | Children's Amendment Bill |
| 09 | Electricity Regulation Amendment Bill |
| 10 | Marine Oil Pollution (Preparedness, Response and Cooperation) Bill |

| | |
|----|--|
| 11 | Public Service Commission Bill |
| 12 | Upstream Petroleum Resources Development Bill |
| 13 | Independent Municipal Demarcation Authority Bill |
| 14 | Transport Appeal Tribunal Amendment Bill |
| 15 | National Health Insurance Bill |
| 16 | National Land Transport Amendment Bill |
| 17 | National Road Traffic Amendment Bill |
| 18 | National Veld and Forest Fires Amendment Bill |
| 19 | Performers' Protection Amendment Bill |
| 20 | Public Administration Management Amendment Bill |
| 21 | Agricultural Products Standards Amendment Bill |
| 22 | Climate Change Bill |
| 23 | National Small Enterprise Amendment Bill |
| 24 | Public Procurement Bill |
| 25 | Railway Safety Bill |
| 26 | Expropriation Bill |
| 27 | Plant Health (Phytosanitary) Bill |

Section 77 (NCOP) Bills

| | |
|----|--|
| 01 | Division of Revenue Bill, 2023-2024 FY |
| 02 | Division of Revenue Bill, 2024-2025 FY |
| 03 | Division of Revenue Amendment Bill, 2023-2024 FY |

Provincial Bills

| | |
|----|--|
| 01 | Gauteng Community Safety Oversight Bill |
| 02 | Gauteng Provincial Adjustment Appropriation Bill, 2023-2024 FY |
| 04 | Gauteng Provincial Appropriation Bill, 2023-2024 FY |
| 05 | Gauteng Provincial Appropriation Bill, 2024-2025 FY |



Public participation is a critical tenet of a democratic governance system to ensure a participatory governance. In this respect, there are two performance targets, i.e. “The number of Petitions that are considered by the Legislature” as well as “The number of public education workshops conducted”. The latter target aims to raise awareness on the work of the legislature and empower communities to be able to engage more meaningfully with their public representatives when it relates to sector parliaments, public hearings and civil responsibility campaigns.

A total of 275 public education workshops were conducted as compared to the 75 workshops that were initially planned. The number of workshops that were conducted surpassed the planned target because of the collaboration with other State institutions, which enabled far more public reach than initially planned.

In addition to the public education workshops, the legislature held targeted events with the marginalised groups to address sociopolitical and economic challenges confronting them, raise awareness about their rights and responsibilities as well as the role that the legislature plays in protecting these rights. Some of the key events that were held during the reporting period are listed below:

Table 4: Sector Parliaments and Special Events

| Focus Area | Date |
|----------------------------------|---------------------|
| 01 Breakfast with the Speaker | 2 August 2023 |
| 02 Children's Sector Parliament | 4 August 2023 |
| 03 Men's Forum Annual Boys' Camp | 10-11 August 2023 |
| 04 Vita Basadi Awards | 31 August 2023 |
| 05 Winnie Mandela Celebration | 28 September 2023 |
| 06 Universal Day for Children | 20-30 November 2023 |
| 07 16 Days of Activism Launch | 24 November 2023 |
| 08 Lunch with the Elderly | 8 December 2023 |
| 09 Mandela Day | 16 February 2024 |
| 10 State of the Province Address | 19 February 2024 |
| 11 LGBTQIA+ Dialogue | 20 March 2024 |





The GPL hosted the 9th Annual Vita Basadi Awards, as part of its public participation mandate, to recognise excellence by Gauteng women in various industries and acts of community service throughout the city region. Through this initiative, a total of 389 nominations for eight general and two special categories were received. Of these, the Honourable Speaker, Ntombi Mekgwe, honoured a total of 20 women in the following categories:

Table 5: 9th Annual Vita Basadi Awards Recipients

| Award Category | Winner | Runner-Up |
|-------------------------------------|-----------------------|--|
| 01 Outstanding Youth Philanthropist | Adelaide Selemela | Amanda Nomnqa |
| 02 Young Dignitary | Nompumelelo Letsholo | Karabo Mokombo |
| 03 Unsung Legend | Mathabo Hlomuka | 1 st runner up: Gladys Mdlalose 2 nd runner up: Noganiwe Anna Nyathela (posthumous) |
| 04 Community Builder of the Year | Lungiswa Chaka | Bridget Moema |
| 05 The Guardian | Angela Mokasi | Bridget Mavuso |
| 06 Community Heroine | Victoria Phoku | Simangele Sibisi |
| 07 Woman of Honour | Andiswa Xozwa | Prudence Mathebula |
| 08 Outstanding Creative | Karabo Chauke | Malebo Sephodi |
| Special Category | | |
| 01 Speaker's Special Award | Sibongile Mdlalose | Runner-up: Barbara Leeuw |
| 02 Lifetime Achievement Award | Modibe Jacobeth Nketu | |

Performance indicators and targets



Programme 4: Core Business

| Performance Indicator | Actual Achievement 2022/2023 | Planned Target 2023/2024 | Actual Achievement 2023/2024 | Deviation from planned target for 2023/2024 | Comment on deviations |
|-----------------------|------------------------------|--------------------------|------------------------------|---|-----------------------|
|-----------------------|------------------------------|--------------------------|------------------------------|---|-----------------------|

Strategic Outcome 1: Enhanced oversight and accountability towards service delivery

| | | | | | | | |
|--|-----|---|---------------------|------|--|--|---|
| | 1.2 | Number of SOM oversight reports adopted | 159 | 131 | 161 (64 quarterlies, 44 annual, 31 budgets, 22 FIS) | 30 (i.e., 14 SCOPA annual and 16 budget vote reports: Provincial Adjustment Appropriation Bill, 2023-24FY). | Demand driven target |
| | 1.3 | Percentage of responses to SOM oversight House resolutions considered by Committees | 71% (352 of 494) | 75% | 71% (386 of 509) | 1% (5 of 509) | Effectiveness of mitigation strategies implemented in this reporting period |
| | 1.4 | Number of oversight question papers produced | 57 | 42 | 54 | 12 | Demand driven target |
| | 1.5 | Percentage of Motions tabled by the House | 100% (5 of 5) | 100% | 100% (4 of 4) | No deviation | N/A |
| | 1.6 | Number of adopted Committee Inquiries reports | 0 | 1 | 0 | 1 | Inquiry was mainly commissioned to address the continued delays in the opening of the Mayibuye Primary School. These matters were resolved through other Committee oversight mechanisms; hence the Inquiry was discontinued. The school was opened since Jan 2024 and functional. |


Programme 4: Core Business

| Performance Indicator | Actual Achievement 2022/2023 | Planned Target 2023/2024 | Actual Achievement 2023/2024 | Deviation from planned target for 2023/2024 | Comment on deviations |
|-----------------------|------------------------------|--------------------------|------------------------------|---|-----------------------|
|-----------------------|------------------------------|--------------------------|------------------------------|---|-----------------------|

Strategic outcome 2: Increased responsiveness of laws to meet the needs of the people of Gauteng

| | | | | | | | |
|--|-----|------------------------------------|--------------------|------|---|--------------|-----|
| | 2.2 | Percentage of Bills processed | 100% (27 of 27) | 100% | 100% ¹ (34 of 34) | No deviation | N/A |
| | 2.3 | Percentage of laws passed | 100% (4 of 4) | 100% | 100% (2 of 2 — Gauteng Provincial Appropriation and Provincial Adjustment Appropriation 2023-24FY) | No deviation | N/A |
| | 2.4 | Percentage of approved Regulations | 100% (5 of 5) | 100% | 100% (5 of 5) | No deviation | N/A |

Strategic Outcome 3: Enhanced meaningful public participation

| | | | | | | | |
|--|-----|---|-----|-----|-----|-----|--|
| | 3.1 | Number of petitions considered by the Legislature | 128 | 120 | 266 | 146 | Consideration of bulk petitions fast-tracked the efficiency of petitions processing |
| | 3.2 | Number of public education workshops conducted | 107 | 75 | 275 | 200 | Collaboration with other arms of the state increased the reach to more people than initially planned |

Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

| | | | | | | | |
|--|-----|---|-----|-----|----------------------|----|---|
| | 5.9 | Percentage achievement of milestones in the annual implementation plan of the Integrated Communication Strategy | 81% | 90% | 93% (96,8 of 104) | 3% | More availability of key stakeholders to spearhead public outreach activities |
|--|-----|---|-----|-----|----------------------|----|---|



Strategy to overcome areas of underperformance

There is one performance deviation reported in this reporting period namely, the adoption of one committee inquiry report. The planned committee inquiry was commissioned to address the continued delays in the opening of the Mayibuye Primary School. These matters were resolved through other committee oversight mechanisms, hence the discontinuation of the inquiry. The school was opened in January 2024 and is functional. The lessons learnt from this process will be incorporated into future committee inquiries.



Changes to planned targets

There were no in-year changes made to planned performance indicators and targets.

2024/2025 Financial Year Outlook

In the forthcoming financial year, the GPL envisions a multifaceted approach to enhance its impact and effectiveness. A training material on the e-Petitions System will be developed to ensure a widespread adoption across all five regions of Gauteng Province. Through social media platforms and targeted public education workshops, in addition to the full utilisation and strengthening of the e-Petitions System, the GPL aims to foster meaningful public participation in legislative processes.

Simultaneously, the institution is committed to strengthening oversight. Through the implementation of Money Bills Amendment Legislation, the legislature will hold the Executive accountable, thereby promoting prudent financial management. Drawing insights from the GPL SOM Implementation Assessment Study, strategic interventions will be executed during the Seventh Legislature, further enhancing governance.

Lastly, the Records Management Project will be concluded during the 2024/2025 financial year. By deploying purpose-built tools, the GPL will effectively manage institutional memory. In summary, this forward-looking agenda underscores transparency, accountability and strategic responsiveness to serve the people of Gauteng effectively.







PROGRAMME 5: Chief Financial Officer's Office

The purpose of the programme is to provide professional financial, risk and supply chain management services for the realisation of the legislature's strategic outcomes. The office strives to raise financial resources to ensure adequate funding for the implementation of the institution's annual and operational performance plans while promoting effective financial management with respect to revenue, expenditure, assets and liabilities.

The office promotes strong financial, supply chain and risk management practices through collaborative partnership with all administrative programmes and House committees of the legislature. It provides effective and efficient management of all financial resources through the implementation of best business practices by linking planning, budgeting and reporting. The office is also responsible for ensuring continuous implementation of all relevant financial legislations to enhance fiscal stability, accountability and integrity of the legislature.

The programme oversees implementation of governance processes related to financial management, supply chain management, auditing and risk management. In addition, it promotes stewardship and ensures proper allocation and management of resources to support the institutional outcomes. The programme is central to achievement of Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance.

Strategic outcomes, performance indicators, planned targets and actual achievements

Strategic Outcome



SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

In this reporting period, the programme had two (2) planned targets under Strategic Outcome 5, as detailed below, and they were fully achieved. The first target, which is "Unqualified audit opinion with no material findings for 2022/23FY" was achieved for the fourth consecutive financial year. This target is spearheaded through the Audit, Risk and Governance Subprogramme, which coordinated and facilitated the 2022/2023 statutory audit by the Auditor-General of South Africa (AGSA), in line with the requirements of FMPPLA. In this regard, an annual audit strategy was developed to address the AG's audit findings from the previous financial years. The implementation of the action plans to address these findings was monitored and reported regularly to oversight structures throughout the financial year.

Additionally, to strengthen compliance of the institution with its regulatory frameworks, an ongoing compliance assessment against key regulations was conducted throughout the financial year. This was followed by implementation of risk mitigation plans to address the gaps that were identified. All these efforts resulted in an unqualified audit opinion with no matters of emphasis for the 2022/ 2023 financial year, demonstrating a concerted effort in the process of governance compliance. The second planned target was "Number of MTEF budgets tabled in line with prescribed timeframes". Two Medium-Term Expenditure Framework budgets were produced to comply with FMPPLA requirements – one budget in May 2023 and another one in February 2024. These were subsequently submitted to the Executive Authority and tabled before respective oversight and governance structures.

Further, to strengthen financial discipline, the programme undertook various activities to enhance compliance of the legislature with the relevant fiduciary requirements and principles of good governance. These included production and submission of monthly financial reports to the Executive Authority and oversight structures in line with Section 51 of FMPPLA, payment of constituency allowances to the political parties and monitoring of invoice payments within 30 days, to name but just a few.

To ensure appropriate and adequate funding of the annual performance plans as well as operational plans within a constrained economic environment, the programme provided strategic leadership during the strategic review and annual budgeting processes. It coordinated and finalised the budget adjustment process for 2023/2024 and budget process for the 2024/2025 financial year.



The office, through the Supply Chain Management Unit, continued to monitor and report on unauthorised, irregular, and fruitless and wasteful expenditure throughout the financial year. The Supply Chain Management Unit adhered to – among other regulatory frameworks that it is expected to comply with – the Preferential Procurement Policy Framework Act, which is central in facilitating transformation of the public procurement processes in line with the country's endeavour to redress the past injustices.

To achieve this, targets were set at the beginning of the financial year, as depicted in Table 6 below.

Table 6: BBBEE Indicators Performance

| BBBEE Indicators | Annual Target | Q1 | Q2 | Mid-Year | Q3 | Q4 | End-Year | End-Year Total spent - (tender and quotation) |
|--|---------------|-------|--------|----------|--------|--------|----------|---|
| Historically Disadvantaged Individuals | 60% | 69% | 63.13% | 68.06% | 71.89% | 65.22% | 67.31% | R228,306,228.04 |
| People living with disabilities | 0.50% | 0.24% | 0.77% | 1.39% | 0.08% | 0.96% | 0.51% | R1,133,790.35 |
| Women | 30% | 31% | 34.55% | 31.92% | 39.64% | 39.53% | 36.18% | R78,465,269.09 |
| Youth | 10% | 5% | 6.23% | 4.57% | 12.21% | 39.53% | 15.74% | R15,908,651.83 |
| Township economy | 10% | 5% | 12.14% | 19.95% | 31.39% | 22.65% | 17.86% | R48,502,785.59 |

As shown above, all the set targets were achieved and exceeded. Notable achievements were made in the procurement from businesses owned by people living with disabilities, a target that was significantly affected by COVID-19. The programme has been intentional in activating all groups of companies to ensure that the targets are reached. Though the central supplier database (CSD) has been enhanced, the programme still continues to conduct its own market research to source new companies.




Performance indicators and targets

 Programme 4: Chief Financial Officer's Office

| Performance Indicator | Actual Achievement 2022/2023 | Planned Target 2023/2024 | Actual Achievement 2023/2024 | Deviation from planned target for 2023/2024 | Comment on deviations |
|-----------------------|------------------------------|--------------------------|------------------------------|---|-----------------------|
|-----------------------|------------------------------|--------------------------|------------------------------|---|-----------------------|

Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

| | | | | | | | |
|---|------|--|--|--|--|--------------|-----|
|  | 5.10 | Audit opinion of the AGSA | Unqualified audit opinion with no matters of emphasis for 2021/22 FY | Unqualified audit opinion with no material findings for 2022/23 FY | Unqualified audit opinion with no material findings for 2022/23 FY | No deviation | N/A |
| | 5.11 | Number of GPL MTEF budgets tabled in line with prescribed timeframes | 2 | 2 | 2 | No deviation | N/A |



Strategy to overcome areas of underperformance

There were no areas of underperformance reported in this financial year.



Changes to planned targets

There were no in-year changes to the performance indicators and targets.

2024/2025 Financial Year Outlook

In the forthcoming financial year, the GPL envisions a multifaceted approach to enhance its impact and effectiveness. A training material on the newly launched e-Petitions System will be developed to ensure a widespread adoption across all five regions of Gauteng Province. Through social media platforms and targeted public education workshops, the GPL aims to foster meaningful public participation in legislative processes.

Simultaneously, the institution is committed to strengthening oversight. Through the implementation of the Money Bills Amendment Legislation, the legislature will hold the Executive accountable, thereby promoting prudent financial management. Drawing insights from the GPL SOM Implementation Assessment Study, strategic interventions will be executed during the Seventh Legislature, further enhancing governance. Furthermore, the Standing Rules will be revised to strengthen oversight and include processing of draft APPs, budgets and other policy proposals of the Executive.



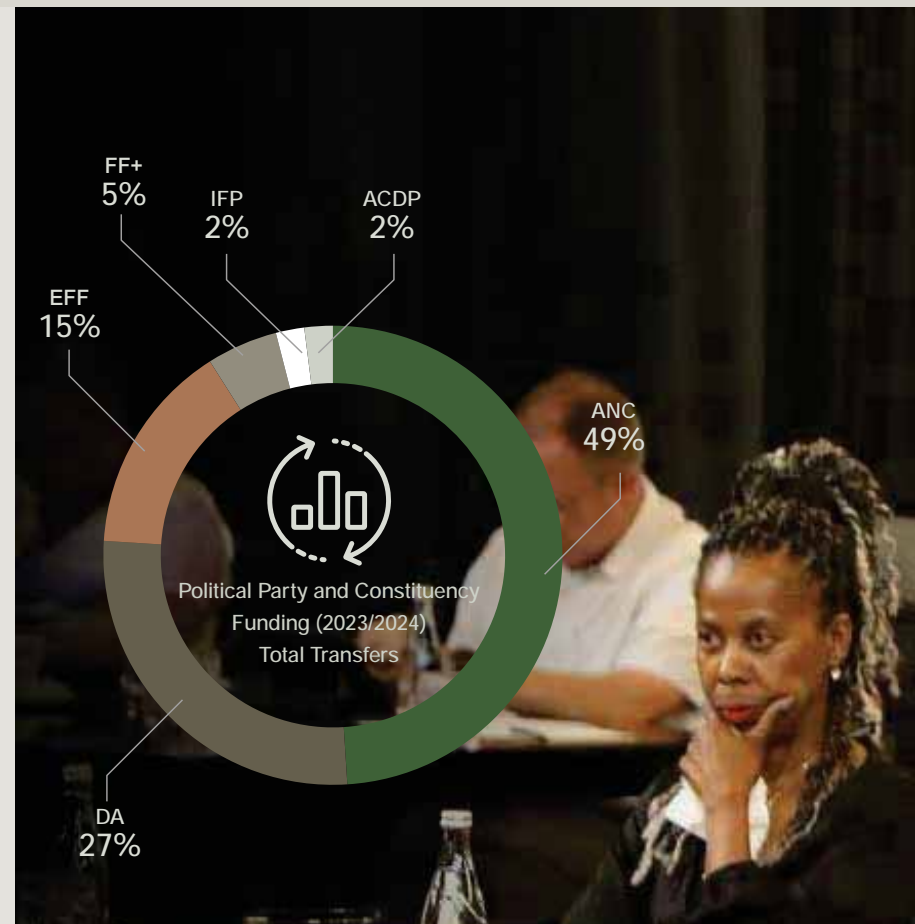


5 Transfer of payments

In this reporting period, the GPL fulfilled the requirements of Section 236 of the South African Constitution which promotes multi-party democracy and funding of political parties participating in the provincial legislatures on an equitable and proportional basis. The transfer payments for political party funding and constituency allowances are paid to political parties that are represented in the GPL. Constituency support is provided to enable parties represented in the GPL to establish and maintain infrastructure to serve the interests of their constituents.

The intent of the political party funding is to allow each party represented in the GPL to engage and build relations with its citizenry, with the purpose of establishing their needs within the developmental agenda; to maintain parties' own administrative infrastructure within the GPL precinct, to enable Members to obtain requisite training in order to fulfil their constitutional mandate, as well as to enable them to attend political party meetings in the interest of the GPL, in line with the Political Party Funding Act (Act 6 of 2018). The Act regulates public and private funding of political parties and it became effective from 1 April 2021, following the signed proclamation by the President of the Republic of South Africa on the enactment and commencement of the Act.

During 2023/2024, a combined amount of R160.7 million was transferred to political parties represented in the GPL, as indicated in the table below:



Political Party and Constituency Funding (2023/2024)

| Party Name | Support for Political Party Work | Support for Constituency Work | Total Transfers |
|--------------|----------------------------------|-------------------------------|---------------------|
| ANC | R46,875,971 | R31,567,589 | R78,443,560 |
| DA | R 26,235,956 | R17,063,561 | R43,299,517 |
| EFF | R14,980,827 | R9,384,959 | R24,365,786 |
| FF+ | R5,076,686 | R2,559,534 | R7,636,220 |
| IFP | R2,648,537 | R853,178 | R3,501,715 |
| ACDP | R2,568,024 | R853,178 | R3,421,202 |
| TOTAL | R98,386,001 | R62,281,999 | R160,668,000 |



6 Donor funds received

During the 2023/2024 reporting period, the GPL did not receive any donor funds.

Donor funds received by the GPL



7 Capital investment

The acquisition, maintenance and safeguarding of GPL's assets remained a priority as prescribed by FMPPLA. The legislature maintained and updated a fixed asset register (FAR) that adheres to the requirements of relevant prescripts. The fixed asset register is updated regularly with new acquisitions, disposals, and any other movements of assets as and when they occur.

In line with the GPL Strategy, replacement and disposal of old and redundant equipment that no longer support effective service delivery by the GPL was undertaken. All assets that could not be cost-effectively repaired or refurbished were disposed of. All stolen and lost assets were dealt with in line with the GPL policy on the management of losses. Furthermore, all losses due to theft were investigated and recommendations were made on whether to recover the losses or to write them off. Although the overall number of losses due to theft was relatively low; damages and losses of cellphones and laptops increased slightly. All losses were removed from the asset register after approval.

All new assets were barcoded, captured on the FAR and asset locations were also updated accordingly before distribution. Asset verification was conducted at the end of the financial year to account for all assets in possession of the GPL. In addition, impairment tests and reassessment of useful life of assets were conducted and the FAR was reconciled to the General Ledger. Continued efforts were made to strengthen the overall control, management and safeguarding of assets, and compliance was monitored on an ongoing basis.



"In the heart of Gauteng, the legislature's relentless pursuit of excellence serves as the beacon of hope, guiding us towards a future where governance meets the people's needs."





SECTION C

- 58 Introduction
- 58 Corporate Governance Statement
- 60 Governance Structures
- 63 Internal Arrangements Committee
- 64 Risk Management
- 64 Fraud and corruption
- 65 Minimising conflict of interest
- 65 Health, safety and environmental issues
- 66 Oversight Committee on the Premier's Office and the Legislature (OCPOL)
- 67 SCOPA
- 67 Prior modifications to audit reports
- 67 Internal Control Unit
- 68 Internal Audit and Audit Committee
- 70 Audit and Risk Committee Report



GOVERNANCE

Governance



Lentheng Ntombi Mekgwe
Speaker of the Gauteng
Provincial Legislature

“At the Gauteng Provincial Legislature (GPL), we prioritise integrity, transparency, and accountability, ensuring our actions meet the highest ethical standards. These principles are central to our mission to foster a democratic, effective and efficient legislature.”



Hon Nomvuyo Mhlakaza-Manamela
Deputy Speaker

1 Introduction

The GPL's Corporate Governance Framework embodies the principles of the King reports, where applicable, FMPPLA as well as structures, processes and systems that enable the legislature to maintain the highest standards of good governance. The governance of the GPL is two-pronged – the Executive Authority and the Legislature Services Board (LSB). The Executive Authority, on the one hand, is accountable to the Oversight Committee on the Premier's Office and the Legislature (OCPOL).

The LSB, which is headed by the Executive Authority, holds the Accounting Officer accountable. The LSB, as supported by management, is responsible for ensuring high governance standards in the GPL. The legislature continuously strives to deliver on its key mandates and strategic objectives by entrenching risk management and internal controls in its day-to-day operations. It is fully committed to integrity, transparency, fairness and accountability in all its operations.

2 Corporate Governance Statement

2.1 Establishment and composition of the LSB

The Legislature Services Board was established in terms of the Legislature Services Act (Act 5 of 1996) and follows the principles of King IV and Protocol on Corporate Governance in the Public Sector. During the year under review, the GPL Governance Framework was subjected to a review process. This framework proposes significant changes to both the composition and mandates of committees. It is anticipated that it will be approved in the second quarter of the new financial year.

Members of the LSB are appointed in terms of Section 4(1)(a-f) of the Legislature Services Act. The Legislature Services Board consists of 10 members: the Speaker of the Legislature, who is the Chairperson of the Board; the Deputy Speaker; the Chairperson of Committees; the Leader of the official opposition; the Leader of the minority party; the Chief Whip of the majority party; three (3) independent members; and the Secretary to the Legislature. The LSB, which has a broad range of skills, knowledge, and experience, is responsible for ensuring that the highest levels of governance are applied.

2.2 Legislature Services Board



Lentheng Ntombi Mekgwe
Non-Executive Member and
Chairperson



Nomvuyo
Mhlakaza-Manamela
Non-Executive Member



Sizakele
Nkosi-Malobane
Non-Executive Member



Lesego Makhubela
Non-Executive Member



Bonginkosi Dhlamini
Non-Executive Member



Solly Msimanga
Non-Executive Member



Nandipha Siwahla-Madiba
Independent
Non-Executive Member



Sandile Luthuli
Independent
Non-Executive Member



Hlaleleni Dlepu
Independent
Non-Executive Member



Peter Skosana
Executive Member

In the GPL's governance, the Executive Authority and the Legislature Services Board (LSB) serve as pillars of strength. The Executive Authority, as the political helm, is scrutinised by the Oversight Committee on the Premier's Office and the Legislature (OPCOL). The LSB, guided by the Executive Authority, holds the Accounting Officer and executive management accountable to the highest standards of responsibility and integrity.

2.3 Role and functions of the LSB

The LSB is ultimately responsible and accountable for the affairs and performance of the GPL and for ensuring the sustainability of the institution into the future. The Board's role includes, but not limited to, the following:

- » ensure that appropriate systems and procedures are in place to enable the GPL to conduct its business in an honest, ethical, and responsible manner.
- » ensure that effective audit, risk management and compliance measures are in place.
- » review, assess and guide management in setting up group strategy and business plans.
- » review and approve strategic plans, policies and operating budgets and monitor financial performance and expenditure; and
- » ensure accurate, concise, transparent and timely reporting.

2.4 Governance and operating committees

In exercising good governance, the LSB has led the administration towards effective leadership based on an ethical foundation. Compliance, as any other business activity, took place within the context of strong leadership and sound governance principles. The Board has strived to ensure its alignment with FMPPLA and King Reports on principles of good governance and improved accountability. The LSB ensures that the GPL complies with all applicable laws and policies and adheres to codes and standards. All these compliance responsibilities are very onerous, especially where the State is involved. This is exacerbated by the fact that different single provisions in laws, policies, codes and standards cannot be read in isolation, but need to be interpreted in the context of the entire scope of compliance applicable to the GPL. During the year under review, the Board has operated with three committees, i.e. the Audit and Risk Committee, Performance and Remuneration committee, and Human Resource Development Committee.

2.5 Compliance to the Financial Management of Parliament and Provincial Legislature Act, 2009

The Financial Management of Parliament and Provincial Legislatures Act (FMPPLA), 2009, regulates the preparation of strategic and annual performance plans and reporting against those plans. The Act promotes democratic values and principles enshrined in the Constitution of the Republic of South Africa relating to the promotion and maintenance of a high standard of professional ethics in the organisation; promotes an efficient, economic and effective use of resources allocated to parliaments; and ensures fairness, transparency, accountability and sound management of the revenue, expenditure, assets and liabilities of parliaments and legislatures.

The Gauteng Provincial Legislature, through its governance structures, ensured that there is an effective discharge of oversight responsibilities by OCPOL as well as the LSB and its committees throughout the 2023/2024 financial year.

The executive management, led by the Secretary to the Legislature, provided quarterly financial and performance management reports of the institution in line with the requirements of FMPPLA. The Board has strived to ensure its alignment with FMPPLA and King IV Reports on principles of good governance and improved accountability. The LSB ensures that the GPL complies with all applicable laws and policies and adheres to codes and standards. All these compliance responsibilities are very onerous, especially where the State is involved. This is exacerbated by the fact that different single provisions in laws, policies, codes, and standards cannot be read in isolation, but need to be interpreted in the context of the entire scope of compliance applicable to the GPL.

2.6 Conflict of Interest

The members of the Legislature Services Board are required to declare any personal or perceived interest that could constitute a conflict of interest, by signing a formal disclosure form. This process takes place at every meeting and where a conflict of interest exists, the members of the Board and any management team are required to excuse themselves from the meeting when conflicting matters are deliberated. In addition, members complete the annual declarations.

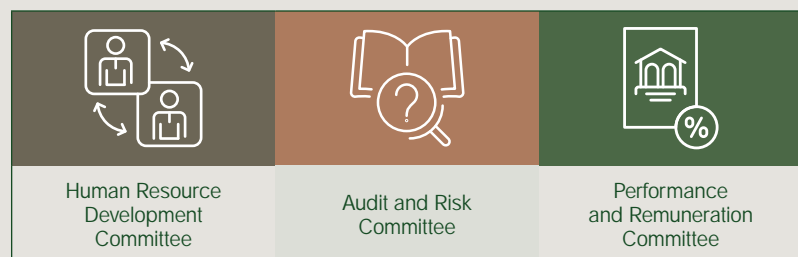
2.7 Fees for Non-Executive Directors

The external independent directors are remunerated in accordance with the approved GPL fee structure, which was reviewed during the year under review. The fee structure is developed in accordance with FMPPLA and Treasury Regulations.

3 Governance structures

3.1 Composition of LSB and its committees

The Legislature Services Board (LSB) is made up of three committees as well as the Board Secretary, as recommended by the Companies Act (Act 71 of 2008) and the principles of King IV Report on Corporate Governance for South Africa. **In terms of delegations of authority, the LSB delegated some of its responsibilities to the following committees: Audit and Risk Committee, Human Resource Development Committee, and Performance and Remuneration Committee.**



The table below shows membership and the number of meetings attended in the 2023/2024 financial year:

| Legislature Services Board | | | |
|--|--|---------------------------------------|--------------------|
| The role of the Board | Members | Designation | Meeting Attendance |
| <p>The LSB is ultimately responsible and accountable for the affairs and performance of the GPL and for ensuring the sustainability of the institution into the future. The Board's role includes, but not limited to, the following:</p> <ul style="list-style-type: none"> » ensuring that appropriate systems and procedures are in place to enable the GPL to conduct its business in an honest, ethical and responsible manner; » ensuring that effective audit, risk management and compliance measures are in place; » reviewing, assessing and guiding management in setting group strategy and business plans; » reviewing and approving strategic plans, policies and operating budgets as well as to monitoring financial performance and expenditure; and » ensuring accurate, concise, transparent and timely reporting. | Hon Lentheng Ntombi Mekgwe | Non-Executive Member and Chairperson | 5/5 |
| | Hon Nomvuyo Mhlakaza-Manamela | Non-Executive Member | 3/5 |
| | Hon Sizakele Nkosi-Malobane | Non-Executive Member | 2/5 |
| | Hon Mzi Khumalo (Replaced by Hon Lesego Makhubela) | Non-Executive Member | 3/5 |
| | Hon Solly Msimanga | Non-Executive Member | 2/5 |
| | Hon Bonginkosi Dhlamini | Non-Executive Member | 2/5 |
| | Ms Hlaleleni Dlepu | Independent Non-Executive Member | 5/5 |
| | Dr Nandipha Siwahla-Madiba | Independent Non-Executive Member | 5/5 |
| | Mr Sandile Luthuli | Independent Non-Executive Member | 5/5 |
| | Mr Peter Skosana | Executive Member (Accounting Officer) | 5/5 |

The following tables show the composition of each committee, their roles and functions as well as the number of meetings that each member of the committee attended:

| Performance and Remuneration Committee (PRC) | | |
|---|----------------------------------|--------------------|
| The role of the committee | Members | Meeting Attendance |
| <ul style="list-style-type: none"> » Assists the LSB by providing oversight on the implementation of human resources policies and systems. » The committee exercises its responsibility on the premise that economic competitiveness is measured by aggregate skills and capacity of the GPL workforce. Thus, the organisation must put systems to protect its human capital and provide means in which the GPL workforce will be highly productive. » Carries out other functions as the LSB may request from time to time. | Mr Sandile Luthuli (Chairperson) | 3/4 |
| | Hon Lentheng Ntombi Mekgwe | 4/4 |
| | Hon Nomvuyo Mhlakaza-Manamela | 2/4 |
| | Hon Sizakele Nkosi-Malobane | 3/4 |
| | Hon Mpapa Kanyane | 3/4 |
| | Hon Thokozile Magagula | 1/4 |
| | Ms Given Sibiyi | 3/4 |
| | Mr Zola Fihlani | 2/4 |



Human Resources Development (HRD) Committee

The role of the committee

Members

Meeting Attendance

- » Assists the LSB by providing oversight on the implementation of human resources policies and systems.
- » Exercises its responsibility on the premise that economic competitiveness is measured by aggregate skills and capacity of the GPL workforce. Thus, the organisation must put systems to protect its human capital and provide means in which the GPL workforce will be highly productive.
- » Carries out other functions as the LSB may request from time to time

Hon Nomvuyo Mhlakaza-Manamela
(Chairperson)

1/2

Hon Sizakele Nkosi-Malobane

2/2

Hon Dulton Adams

2/2

Hon Lesego Makhubela

1/2

Hon Fasiha Hassan

2/2

Dr Siphelile Zulu

2/2

Mr Tshokolo Nong

2/2

3.2 Induction of LSB members

During the year under review, there were no new appointments at the Board and Board Committee levels. Therefore, there was no induction conducted.

3.3 Board Charters

Each committee of the Board is governed by its own charter which is its terms of reference. These charters flow from the LSB Charter and they determine the mandate of each committee. The LSB, as the final decision-making body of the GPL, directs the organisation with the principles of effective leadership, ethics and good governance. The LSB Charter incorporates principles and commitments embodied in the King IV Report of Corporate Governance as well as the Protocol on Corporate Governance in the Public Sector. These principles include discipline, independence, responsibility, fairness, social responsibility, transparency, and accountability of directors to all its stakeholders. The LSB is satisfied that every effort has been made in the financial year, which ended on 31 March 2024, to comply in all material respects with the requirements of good corporate governance. The Charters of the LSB and its committees will be reviewed at the beginning of the Seventh Legislature.

4 Internal Arrangements Committee

During the 2023/2024 financial year, the committee received few resignations. Member William Matsheke resigned and was replaced by Member Gregory Schneemann on 21 February 2023. Members Adriana Randall and Nkhumeni Ramulifho also resigned and were replaced by Members Mervyn Ciota and Nico de Jager on 9 February 2023 respectively. Due to the lateness of their appointments, the new members of the committee did not attend any committee meeting during the reporting period.



Internal Arrangements Committee (IAC)

The role of the committee

The main purpose of the Internal Arrangements Committee is to oversee how the Administration provides support to represented political parties and their Members as well as caucus staff, to draft and review Members Policies, and to deal with matters emanating from the stakeholder engagement meetings and any topical and relevant matters affecting Members.

Members

Meeting Attendance

| | |
|-----------------------------------|------------|
| Hon Lentheng Mekgwe | 2 out of 3 |
| Hon Nomvuyo Mhlakaza-Manamela | 1 out of 3 |
| Hon Sizakele Nkosi-Malobane | 2 out of 3 |
| Hon Mpapa Kanyane | 1 out of 3 |
| Hon Lesego Makhubela | 1 out of 3 |
| Hon William Matsheke (Resigned) | 0 out of 1 |
| Hon Refiloe Kekana | 3 out of 3 |
| Hon Matshidiso Mfikoe | 3 out of 3 |
| Hon Frederik Nel | 3 out of 3 |
| Hon Nkhumeni Ramulifho (Resigned) | 1 out of 2 |
| Hon Adriana Randall (Resigned) | 1 out of 1 |
| Hon Mervyn Ciota | 1 out of 1 |
| Hon Nicolaas de Jager | 1 out of 1 |
| Hon Philip Makwala | 1 out of 3 |
| Hon Boitumelo Makhene | 0 out of 3 |
| Hon Anton Alberts | 1 out of 3 |
| Hon Amanda de Lange | 3 out of 3 |
| Hon Dulton Adams | 2 out of 3 |
| Hon Bonginkosi Dhlamini | 1 out of 3 |

5 Risk Management

The GPL recognises risk management as an integral part of management's responsibility and has, therefore, continued to implement the adopted Enterprise-Wide Risk Management Strategy and Policy during the period under review. The strategy is aligned to the COSO (Committee of Sponsoring Organisations of the Treadway Commission) Framework. The objective of the Risk Management Policy is to identify, manage, control and respond to business, strategic and operational risks that may adversely affect the performance of the GPL. The GPL believes that effective risk management requires a single, consolidated view of risks across the business to understand the institution's full risk exposure and to prioritise risk management and governance activity.

5.1 Risk process

Our risk framework requires identification and management of risks to be embedded in business activities through the following processes:

| Risk identification | Risk assessment |
|--|---|
| New and emerging risks are identified, and each risk is assigned an owner or accountable individual within the programme or business unit where it is located. | Risks are assessed using an appropriate and internationally recognised technique to determine their potential impacts and likelihood, prioritise them and inform risk treatment options. |
| Risk treatment | Monitoring and review |
| Controls are implemented to prevent, reduce or mitigate downside risks (risk materialising) and increase the likelihood of opportunities being realised. | Risks and controls are reviewed periodically and on an ongoing basis (including where there are high potential events or changes in the external environment, such as COVID-19 pandemic, severe changing weather patterns due to climate change, etc.) to evaluate performance and identify appropriate mitigation actions. |

An annual strategic risk assessment, informed by the strategic objectives of the GPL, was conducted and finalised during February 2024 and the outcomes thereof were presented and adopted by the Audit and Risk Committee. The Risk Management Committee met on a quarterly basis to consider progress regarding mitigation of the identified risks. The strategic risks and associated action plans were communicated, through the Chairperson of the Audit and Risk Committee, to the Legislature Services Board on a quarterly basis. The operational risk assessments were also conducted at the subprogramme level during the reporting period. The identified risks and their mitigating controls were continuously tracked,

and progress on the implementation of action plans within the risk registers were regularly monitored and reported to the oversight structures.

The strategic risks associated with the Sixth Term of the Legislature were identified, approved and included in the 2023-2024 Annual Performance Plan. These risks will continue to be monitored, reviewed and updated on an annual basis over the MTEF period.

5.2 Emerging risks

Emerging risks associated with newly developing or changing risks that are highly uncertain and difficult to quantify were identified. They are generally driven by internal and external influences and often cannot be prevented, although they can be prepared for.

As such, these were effectively identified, incorporated into the risk register and managed accordingly during the period under review. Some of the emerging risks include:

- » severe changing weather patterns due to climate change;
- » cyber security;
- » unsecured I&T infrastructure due to impact of climate change;
- » instability in the legislature's administration; and
- » inadequate support provided to Members to enable them to effectively oversee the implementation of laws passed and the impact thereof.

6 Fraud and corruption

The GPL continued to implement the adopted Fraud Risk Management Framework and Policy, and has also developed a Fraud Risk Management Plan during the reporting period. Progress on the implementation of the Fraud Risk Management Plan was monitored throughout the period and reported, on a quarterly basis, to all the oversight structures, which include the Risk Management Committee, Audit and Risk Committee, and the Legislature Services Board. A fraud risk assessment was also conducted during the period and management has identified risk mitigation plans to reduce the risk of fraud and corruption at the legislature. Management is responsible for detecting fraud, theft and other irregularities. Each member of the management team should be familiar with the types of improprieties that might occur within his or her area of responsibility and be alert for any indication of irregularity.

The GPL expects its employees to conduct all aspects of business with the highest level of professionalism and excellence, in line with the established institutional values and Code of Conduct. Where an individual may be aware of or discovers information which he/she believes shows serious malpractice, suspicious fraud or wrongdoing within the institution, there are various channels that have been made available to MPLs, staff and members of the public alike. These channels include the Anti-Fraud and Corruption Hotline, a link on the official GPL website as well as open letters written directly to the Office of the Speaker.

The Anti-Fraud and Corruption Hotline, which is administered by the Public Service Commission (PSC), remained operational during the period under review. Members,

staff, service providers and the public are continuously encouraged to utilise the hotline number to report possible or alleged incidents of fraud or corruption. Whistle blowers have the option to remain anonymous and are protected in terms of the Protected Disclosures Act (Act 26 of 2000).

During the period under review, no cases were reported through any of the channels that were made available. When cases are reported through the Anti-fraud and Corruption hotline, these are forwarded to the GPL's Accounting Officer for further investigation. It is an accepted fact that no matter how stringent fraud prevention measures within an organisation are, there is no guarantee that fraud and unethical behaviour will not occur.

7 Minimising conflict of interest¹

7.1 Members of the Provincial Legislature

The GPL implements the Code of Conduct, which outlines the minimum ethical standards of behaviour that South Africans expect of their elected representatives, which include upholding propriety, integrity, and ethical values in their conduct. The Code of Conduct aims to foster a culture of a high degree of ethical conduct by MPLs and to ensure that they do not place themselves in positions that conflict with their responsibilities as public representatives. In terms of Part 4(20)(3) of the Code, MPLs are required to disclose their registrable interests within 30 days after the Official Opening of the Legislature or after being appointed as Members. All the Members have complied with the deadline as it relates to the declaration of their interests. The Register of Members Interests for 2022/2023 has been printed and copies were placed at the GPL Library for viewing by all interested parties, including the media or any member of the public.

7.2 Staff Conduct and Ethics

The approved Code of Conduct and Ethics Framework for GPL staff members serves as a code of good practice and a guide on expected conduct. The Code requires that senior managers and staff declare their financial interests annually and execute their duties in accordance with the ethical and professional standards of the GPL. The staff declared their financial interests electronically through the SAP ESS/MSS system (e-Disclosure) in April 2023. This system supports the completion of an electronic disclosure template which enhances the monitoring and evaluation of employee disclosures. The Office of the Integrity Commissioner conducts verification on all submitted disclosures for any conflicts. Where a potential conflict of interest has been detected, the office makes a follow-up with the implicated official (s), where necessary.

8 Health, safety and environmental issues

The Occupational Health and Safety Act 85 of 1993, as amended, gives employers in this case, the Gauteng Provincial Legislature (GPL) guidelines on how to ensure a safe and comfortable working environment for their employees as well as work that is safe for those doing business with the Gauteng Provincial Legislature. Therefore, the Gauteng Provincial Legislature abides by all applicable laws, particularly the Occupational Health and Safety (OHS) Act, 85 of 1993. Most of the interventions that were carried out during this reporting period were designed to raise the bar for minimal adherence to the regulations and provisions of the Occupational Health and Safety Act. This, to support, stimulate, and encourage high standards of health and safety at work. The implementation of health and safety management covers monitoring workplace risks, responding to reported accidents and increasing awareness on statutory requirements.

The GPL's Health and Safety Committee was established, and it meets periodically to discuss issues raised and make recommendations to the employer. The role of the committee is to undertake monthly and quarterly inspections to ensure GPL's compliance with relevant regulations. The GPL is 80% compatible with the Act on applicable legislation, but there are certain constraints due to the age of the buildings we occupy.

The current fire compliance system is effective in responding to emergencies. The GPL received a 95% grade from the City of Johannesburg Disaster Management for its most recent evacuation drill. The current fire compliance system does not extend to the City Hall and there are plans in place to install the most recent fire detection system, which will cover the City Hall. An upgrade to the current fire system as well as a maintenance plan or contract will ensure a timely reaction when the fire panel fails or the public address system is unresponsive.

The Emergency Committee continuously meets to plan for an emergency response and ensures that all newly identified emergencies are planned for and mitigated. The GPL has trained individuals as Fire Marshals and First Aiders to ensure preparedness and readiness to respond to any situation during an emergency. There is continuous risk assessment which ensures that the GPL responds and mitigates the associated risks accordingly within the GPL premises. Incidents and accidents are examined promptly, and mitigating methods are conveyed to the units responsible for implementation of remedial actions.

In the current fiscal year, four injuries on duty were documented, but with no fatalities. Three employees were treated as outpatients, and one was hospitalised and underwent surgery. The Health and Safety team continues to provide advice and support to managers and staff to ensure that everyone understands his/her responsibilities under this Act and complies with the constantly changing laws governing this piece of legislation.

¹ Guiding Notes: present systems, processes used to manage integrity/minimising conflict of interest, and what we have done to meet our governance obligations as per the code.

9 Oversight Committee on the Premier's Office and the Legislature (OCPOL)

During this reporting period, the GPL participated in all the meetings where it was invited to appear before OCPOL. It was during these meetings that questions were raised with the GPL. These were addressed during the meetings and in some instances, written responses were provided to the committee.

The table below provides a high-level summary of resolutions of OCPOL for the attention of the GPL:

| Details | Response by the GPL |
|--|---|
| The GPL should | |
| » Provide a detailed report from the external service provider on the subsistence and travel (S&T) investigations. | » Report provided to the committee within set timelines. |
| » A report on why the GPL is not unitising the Special Investigations Unit on this matter especially since some of the cases involve allegations of fraud. | » Report provided to the committee within set timelines. |
| » Provide the committee with answers as to what will be the impact of the underspending against 4 th quarter and annual expenditure in achieving its objectives and what plans are in place to improve budget planning and alignment. | » Answers provided to the Committee on impact of underspending and systems put in place to improve budget planning. |
| » Provide the committee with plans to ensure improvement on the spending for capital assets, given that less than 0.5% of the available budget was spent. | » Requested plans were provided to the committee. |
| » Put measures in place to resolve the recurrence of underspending on Compensation of Employees and provide the committee with a report. | » Measures to curb underspending were provided to the committee. |
| » Provide clear timelines for the finalisation of the Repurposing and Value creation project as the delays might have budgetary implications and this should include where the project is currently and outstanding project plans. | » Response due in the next reporting period. |

“In our commitment to transparency and accountability, the Gauteng Provincial Legislature (GPL) has addressed all inquiries from the Oversight Committee on the Premier's Office and the Legislature (OCPOL). By ensuring comprehensive responses and strategic plans, we aim to enhance budget alignment, improve spending efficiency, and address critical issues, including allegations of fraud. We remain dedicated to meeting OCPOL's resolutions to ensure the effective utilisation of resources and the achievement of our objectives.”





10 SCOPA

The table below shows an overview of resolutions raised by the Chairperson and other Members of SCOPA during the period under review. It should be noted that the due dates for all these resolutions are in the next reporting period at which time they would have been resolved.

| Details | Response by the GPL | Resolved |
|---|---|----------|
| The committee resolved that the GPL must: | | |
| Develop and implement a plan to maintain clean audit outcomes in the financial and performance management, as well as the status of compliance, thereby ensuring good governance and administration of public funds and provide the committee with a report by 30 April 2024. | Response is due in the next reporting period. | No |

11 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 |
|--|--|--|
| N/A, Clean audit opinion achieved | 2019/2020 | N/A |
| N/A, Clean audit opinion achieved | 2020/2021 | N/A |
| N/A, Clean audit opinion achieved | 2021/2022 | N/A |
| N/A, Clean audit opinion achieved | 2022/2023 | N/A |
| N/A, Clean audit opinion achieved | 2023/2024 | N/A |

12 Internal control unit

The GPL, in conjunction with the internal auditors, assessed the adequacy and effectiveness of internal controls in line with the planned audit activities during the year under review and will continue to do so in the subsequent years. The internal auditors provide the Audit and Risk Committee and management with reasonable assurance as to whether the existing internal controls remain adequate, appropriate and effective, and recommend the necessary improvements, where appropriate. This is achieved by means of the risk management process, implementation of the internal audit plan, identification of corrective actions and recommending enhancements to the controls and processes. Where controls are inadequate, enhancements are recommended, and management is given sufficient time to embed the enhanced controls prior to the next review. The Audit and Risk Committee considers significant control deficiencies, if any, as raised by management and the internal and external auditors and report its findings to the Board.

In respect of internal control and internal audit, the Internal Audit function provided a written assessment on the effectiveness of internal controls and internal financial controls to the ARC. The assessment was presented to the LSB for noting. For the year under review, there were no material breakdowns in internal controls, including internal financial controls, corporate governance, risk management and in maintaining effective control systems.

13 Audit and Risk Committee

The table below provides relevant information about the Audit and Risk Committee members:

| Relevant information on the Audit and Risk Committee members: | | | | | | |
|--|----------------------|----------------------------------|---|---------------|-------------------------|--|
| Name/Qualifications | Internal or external | If internal, position in the GPL | Date appointed | Date resigned | No of meetings attended | |
| Dr Nandipha Siwahla-Madiba (Chairperson) <i>PhD: SVU/GCAR B. Compt Hons, MSc Fin Management, MBA</i> | External | N/A | 1/12/2016 and 10/10/2019 (re-appointed) | N/A | 7/7 | |
| Victor Nondabula <i>MBA - Finance and International Business</i> | External | N/A | 2/6/2017 and 05/12/2019 (re-appointed) | N/A | 7/7 | |
| Adv Collen Weapond <i>M.Tech Information Technology Bachelor of Law (LLB) 2009</i> | External | N/A | 1/10/2022 | N/A | 7/7 | |

The role of the committee

- » Assists the LSB in discharging its duties relating to the safeguarding of assets and evaluation of internal control enhancement plans.
- » Leads the risk management process, which includes risk identification, assessment, monitoring and review.
- » Evaluates and assesses the adequacy and effectiveness of the established accounting, financial, compliance and other internal control systems.
- » Considers the internal and external audit processes and the accounting principles, and ensures compliance with policies to ensure independence and effective communication.
- » Oversees the adequacy and integrity of information reported in the integrated annual report of the GPL.
- » Carries out other functions as the LSB may request from time to time.

The Audit and Risk Committee held several meetings, which included special joint meetings with the Performance and Remuneration Committee to approve the draft unaudited annual financial statements and audited annual financial statements in May and July 2023 respectively. An additional meeting was held in February 2024 to approve the 2024/2025 Annual Performance Plan (APP).





Dr Nandipha Siwahla-Madiba
CD(SA), M.Ist.D, PhD, DBA
Chairperson of the Audit and
Risk Committee

Integrity, accountability and transparency are the cornerstones of effective governance. The Audit and Risk Committee's unwavering commitment to these principles ensures that our institution not only meets but exceeds its fiduciary responsibilities. As we present our report for the financial year ended 31 March 2024, we reaffirm our dedication to maintaining the highest standards of financial oversight and risk management.



14 Audit and Risk Committee report

The Audit and Risk Committee (ARC) is pleased to present its report for the financial year ended 31 March 2024. The report has been prepared in accordance with the Financial Management of Parliament and Provincial Legislatures Act (FMPPLA).

The responsibility of the Audit and Risk Committee

The Audit and Risk Committee reports that it has complied with its responsibilities arising from Section 48 of the Financial Management of Parliament and Provincial Legislatures Act. It also reports that it has regulated its affairs in compliance with its Charter and has discharged all its responsibilities as contained therein.

The Effectiveness of Internal Controls and Internal Audit

The ARC reviewed and approved the Internal Audit Charter, and a risk-based Internal Audit Plan, which encompassed both the three-year rolling plan and an annual operational plan. The committee further evaluated the independence, effectiveness and performance of the Internal Audit function and compliance with its charter as well as the approved Audit Plan. The ARC noted the audit findings raised through Internal Audit, as per the approved annual Internal Audit Operational Plan, which recommended areas of improvement to enhance effectiveness and adequacy of internal control systems. The recommendations were communicated to the GPL management for further enhancement of the control environment. The reported findings were monitored through the tracking register and reported, on a quarterly basis, to the Risk Management Committee (RMC), ARC as well as the Legislature Services Board (LSB).

The following internal audit work was conducted and completed during the year under review:

- » Draft AFS Review 2023-2024
- » Draft APR Review 2023-2024
- » Audit of Predetermined Objectives for 2023-2024 Q1 – Q4
- » Annual Performance Report review 2023-2024
- » Draft Annual Performance Plan 2024-2025
- » Corporate Support Services - Information Communications Technology Network Security Review
- » Corporate Support Services – Institutional Support Services Review: Human Resources
- » Corporate Support Services - Members Affairs Review
- » Core Business – Parliamentary Business Review
- » Office of the Chief Financial Officer (CFO) - Finance Review
- » Office of the CFO – Asset Management Review
- » Office of the CFO – Supply Chain Management Review

Based on the work performed, Internal Audit concluded that the internal control environment of the GPL is overall satisfactory with certain areas that require some improvement.

Risk Management

The Audit and Risk Committee considered quarterly Risk Management Committee Reports, highlighting the risks identified throughout the institution and management's mitigating strategies. The Strategic Risk Register for the 2023-2024 financial year was considered and recommended to the LSB for adoption whereafter the ARC monitored the implementation of mitigating action plans on a quarterly basis. The committee reviewed the implementation of the Combined Assurance, considered quarterly reports on the progress made in enhancing maturity of the Combined Assurance model, and recommended improvements thereof, while commending management for the reports which are reflective of management's commitment to the concept of combined assurance.

Performance Management

The Audit and Risk Committee monitored implementation of the GPL's Annual Performance Plan to ultimately achieve the institution's strategic objectives and delivering on its mandate. Internal Audit provided assurance to the institution on the level of implementation and achievements of targets set on a quarterly basis.

In-Year Management and Quarterly Report

The GPL Management reported monthly and quarterly to the ARC and the Executive Authority as required by the FMPPLA, and the ARC is satisfied with the content and quality of quarterly reports prepared and submitted by the Accounting Officer of the GPL during the year under review.

Evaluation of Annual Financial Statements

The Committee reviewed the audited Annual Financial Statements prepared by the GPL to be included in the Annual Report. The Committee further reviewed and considered the Auditor General of South Africa's management report and management's response related thereto as well as the final Audit Report.

The ARC met with the Auditor General of South Africa (AGSA) to ensure that there were no unresolved matters. The Committee satisfied itself that the AGSA is independent of the entity and has demonstrated a high level of professionalism and integrity in engaging with management and the Audit Committee during the audit process. The Audit and Risk Committee concurs with and accepts the Auditor General of South Africa's report on the Annual Financial Statements and is of the opinion that the 2023/24 audited Annual Financial Statements should be accepted and read together with the report of the Auditor General of South Africa

Auditor General's Report

The committee had reviewed the GPL's audit strategy and implementation plan for audit findings raised in the previous year and is satisfied that all matters were adequately addressed. The committee also noted the external auditor's recommended areas of improvements to the audited annual financial statements and internal control systems and was satisfied that these were not material, and that management is committed to strengthening controls.

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

Appreciation

The Audit and Risk Committee would like to express its appreciation to the GPL's Executive Authority, LSB, Accounting Officer, Management, Internal Audit, the AGSA and all other key role players for the robust and constructive engagements held in making this process a success. .



Dr Nandipha Siwahla-Madiba

CD(SA), M.Ist.D, PhD, DBA

Chairperson of the Audit and Risk Committee

31 July 2024



“Human resources remain relevant in driving the strategic posture of the institution and contribute immensely towards delivery standards in line with the GPL’s Five-Year Strategy.”





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HUMAN RESOURCE MANAGEMENT

Human resource management



Integrity, accountability and transparency are the cornerstones of effective governance. The Audit and Risk Committee's unwavering commitment to these principles ensures that our institution not only meets but exceeds its fiduciary responsibilities. As we present our report for the financial year ended 31 March 2024, we reaffirm our dedication to maintaining the highest standards of financial oversight and risk management.

1 Introduction

The legislative framework considers, but not limited to, the following pieces of legislation:

- » Skills Development Act 97 of 2008
- » South African Qualifications Authority Act 58 of 1995
- » Employment Equity Act 55 of 1998
- » Basic Conditions of Employment Act 75 of 1997
- » Labour Relations Act 66 of 1995
- » Occupational Health and Safety Act 85 of 1993
- » Unemployment Contributions Act 4 of 2002
- » Compensation for Occupational Injuries and Diseases Act 130 of 1993
- » Remuneration of Public Office Bearers Act (Act 20 of 1998): Determination of the upper limit of salaries and allowances of Premiers, Members of the Executive Council and Members of the Provincial Legislature.

2 Overview of human resources

Human resources remain relevant in driving the strategic posture of the institution and contributes immensely towards delivery standards in line with the GPL's Five-Year Strategy. The following areas have been singled out as key drivers and are discussed in depth below.

2.1 The status of human resources in the GPL

In this reporting period, a moratorium was placed on the filling of vacancies to allow the institution to review its value and ensure relevance in preparation for the Seventh Legislature and beyond. The Value Creation Project continued with its deliverables to repurpose and reposition the institution and it has gained traction with several milestones achieved.

2.2 Human resource focus and yearly impact analysis

During the reporting period, Administration expended its efforts on the recruitment of interns, implementation of the Leadership Initiatives with emphasis on the implementation of the Executive Leadership Coaching Programme and commencement of the Senior Managers Coaching Programme, as well as preparing

for the disestablishment of the Sixth Legislature and establishment of the Seventh Legislature after the May 2024 elections. Furthermore, efforts were initiated to implement the human resource strategic interventions to focus on the new world of work, which included, inter alia, the development of the macro and microstructures to support the new value creation, job profiling and evaluation, etc.

The institution was dealing with emerging challenges relating to the continuous unprotected industrial actions which disrupted House Sittings, further impacting on harmony and peace in the workplace. It also looked at the opportunities such as making provision for a common workspace for Members and staff.

2.3 Employee performance management

The GPL's employee performance management is governed by the Integrated Performance Management System (IPMS) Policy, 2017, which came into operation on 1 April 2018. Performance management continues to be monitored through a balanced scorecard in line with this policy framework. Employees signed their performance agreements for the year under review. These agreements are aligned to the business and/or programme outputs as well as employees' individual job outputs as outlined in their job profiles. The Programme Moderating Committee and Institutional Moderating Committee meetings were held periodically to consider and validate the IPMS information submitted.

Work is underway to calibrate and align individual and institutional performance. The role of management is to ensure that performance outputs focus on tangible deliverables for each employee to ensure that the institution is geared towards the delivery of its goals. The value creation journey will continue to unfold in the new financial year to ensure finalisation and implementation of the macro and microstructures followed by the placement and migration of employees including the drive to implement all the outstanding key value creation milestones. This will increase the effectiveness towards the GPL's successful achievement of its organisational goals.

2.4 Salary negotiation and substantive agreements

During the period under review, the legislative sector commenced with collective bargaining at the national level, focusing on salary negotiations and harmonisation of conditions of service across all provinces. As such, the first year of the three-year multi agreement was concluded in August 2023 with the final increment of 7.5% implemented to employees in the bargaining unit and extended to senior managers but this excluded Secretaries to the Legislatures.

From the GPL perspective, the Gauteng Legislature Labour Forum (GLLF) meetings continued to convene whereby matters critical to the development of human capital were discussed. The leadership of the GPL is committed to open and robust debates on matters relating to employee rights and interests and it continues to engage with organised labour to create a conducive work environment where all employees can thrive and be productive.

2.5 Workforce planning

Job profiling and evaluation have been concluded for various occupational groups based on the new macro and microstructures. The migration of employees onto the new structure will commence in the new financial year based on the principles of migration strategy. Various recruitment strategies which included newspaper advertisements, social media platforms, headhunting through recruitment agencies for scarce skills and recruitment through partnerships with government institutions, including those of higher learning, will be utilised to attract the right skills set for the legislature.

2.6 Employee Wellness Programme

The legislature has a holistic Employee Wellness Plan and Programme in place, aimed at achieving a balance between work and personal life for Members and staff alike. ICAS, the contracted service provider, continues to ensure that the health and wellbeing at GPL and at home are taken care of. The Employee Wellness Programme is aimed at ensuring that staff maintain high levels of performance in a holistic manner.



3 Human Resources Oversight Statistics

3.1 Personnel-related expenditure

The following tables summarise the final audited personnel-related expenditure by programme and salary band. It provides an indication of the following amounts spent on salaries, overtime and medical aid.

Table 3.1.1 Personnel expenditure by programme

| Programme | Total Expenditure | Personnel Expenditure | Training Expenditure | Professional and Special Services Expenditure | Personnel Expenditure as a % of total expenditure | Average personnel cost per employee |
|----------------------------|-------------------|-----------------------|----------------------|---|---|-------------------------------------|
| (R'000) | | | | | | |
| Leadership and Governance | 77 767 | 23 468 | 11 | 0 | 3% | 1 118 |
| Office of the Secretary | 23 179 | 15 548 | 27 | 2 | 2% | 1 296 |
| Corporate Support Services | 455 058 | 92 156 | 58 | 3 | 10% | 709 |
| Core Business | 304 775 | 193 570 | 626 | 1 | 21% | 872 |
| Office of the CFO | 67 225 | 44 369 | 84 | 1 | 5% | 1 056 |
| Total | 928 004 | 369 111 | 807 | 8 | 40% | 864 |

Table 3.1.2 Personnel costs by salary band

| Salary band | Personnel Expenditure | % of total personnel cost | No. of employees | Average personnel cost per employee |
|--|-----------------------|---------------------------|------------------|-------------------------------------|
| (R'000) | | | | |
| P1–P3 Leadership | 3 302 | 0.89% | 1 | 3 302 |
| P4–P5 Senior Management | 29 028 | 7.86% | 16 | 1 814 |
| P6–P7 Management | 46 143 | 12.50% | 29 | 1 591 |
| P8–P10 Professionals and technical workers | 182 880 | 49.55% | 178 | 1 027 |
| P11–P16 Support Workers | 99 249 | 26.89% | 181 | 548 |
| Contractors | 8 509 | 2.31% | 38 | 224 |
| Total | 369 111 | 100.00% | 443 | 8 507 |

Table 3.1.3 Salaries, Overtime, Homeowners Allowance and Medical Aid by programme

| Programme | Salaries | | Overtime | | Home Owners Allowance | | Medical Aid | |
|----------------------------|----------------|------------------------------------|----------|------------------------------------|-----------------------|-------------------------------|-------------|---------------------------------------|
| | Amount | Salaries as a % of personnel costs | Amount | Overtime as a % of personnel costs | Amount | HOA as a % of personnel costs | Amount | Medical aid as a % of personnel costs |
| (R'000) | | | | | | | | |
| Leadership and Governance | 23 468 | 100% | - | 0% | - | 0% | - | 0% |
| Office of the Secretary | 15 548 | 100% | - | 0% | - | 0% | - | 0% |
| Corporate Support Services | 92 156 | 100% | - | 0% | - | 0% | - | 0% |
| Core Business | 193 570 | 100% | - | 0% | - | 0% | - | 0% |
| Office of the CFO | 44 369 | 100% | - | 0% | - | 0% | - | 0% |
| Total | 369 111 | 100% | - | 0% | - | 0% | - | 0% |



Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band

| Salary Bands | | Salaries | Overtime | Home Owners Allowance | | Home Owners Allowance | | Medical Aid | |
|--------------|-------------------------------------|----------------|------------------------------------|-----------------------|------------------------------------|-----------------------|-------------------------------|-------------|---------------------------------------|
| | | Amount | Salaries as a % of personnel costs | Amount | Overtime as a % of personnel costs | Amount | HOA as a % of personnel costs | Amount | Medical aid as a % of personnel costs |
| (R'000) | | | | | | | | | |
| P1-P3 | Leadership | 3 302 | 0,89% | - | 0.0% | - | - | - | - |
| P4-P5 | Senior Management | 29 028 | 7,86% | - | 0.0% | - | - | - | - |
| P6-P7 | Management | 46 143 | 12,50% | - | 0.0% | - | - | - | - |
| P8-P10 | Professionals and technical workers | 182 880 | 49,55% | - | 0.0% | - | - | - | - |
| P11-P16 | Support Workers | 99 249 | 26,89% | - | 0.0% | - | - | - | - |
| N/A | Contractors | 8 509 | 2,31% | - | 0.0% | - | - | - | - |
| Total | | 369 111 | 100,00% | - | 0.0% | - | - | - | - |

3.2 Employment and Vacancies

The following tables summarise the number of posts on the establishment, the number of employees, the vacancy rate, and whether there are any staff that are additional to the establishment. This information is presented in terms of three key variables:



Institutions have identified critical occupations that need to be monitored. In terms of current regulations, it is possible to create a post on the establishment that can be occupied by more than one employee. Therefore, the vacancy rate reflects the percentage of posts that are not filled.

Table 3.2.1 Employment and vacancies by programme

| Programme | Number of posts on approved establishment | Number of posts filled | Vacancy Rate | Number of employees additional to the establishment |
|--------------|---|------------------------|--------------|---|
| Programme 1 | 25 | 21 | 16% | -1 |
| Programme 2 | 19 | 14 | 26% | 0 |
| Programme 3 | 147 | 128 | 13% | -2 |
| Programme 4 | 235 | 221 | 6% | -4 |
| Programme 5 | 64 | 43 | 33% | -1 |
| Total | 490 | 427 | 13% | 8 |

Table 3.2.2 Employment and vacancies by critical occupations (All vacancies put on hold)

| Salary band | | Number of posts on approved establishment | Number of posts filled | Vacancy Rate | Number of employees additional to the establishment |
|------------------------------|-------------------------------------|---|------------------------|--------------|---|
| (P1 – P3) | Leadership | 1 | 1 | 0% | 0 |
| (P4 – P5) | Senior Management | 17 | 16 | 6% | 0 |
| (P6 – P7) | Management | 39 | 30 | 23% | 0 |
| (P8 – P10) | Professionals and technical workers | 191 | 178 | 7% | 0 |
| (P11 – P16) | Support Workers | 192 | 181 | 6% | -1 |
| Contract Workers and Interns | | 58 | 21 | 64% | 12 |
| Total | | 490 | 427 | 13% | 11 |



3.3 Job Evaluation

Within a nationally determined framework, executing authorities may evaluate or re-evaluate any job in his or her organisation. In terms of the regulations, all vacancies on salary levels 9 and higher must be evaluated before they are filled. The following table summarises the number of jobs that were evaluated during the year under review. The table also provides statistics on the number of posts that were upgraded or downgraded.

Table 3.3.1 Job evaluation by salary band (Job evaluation was not conducted as the institution has embarked on the Value Creation Project.)

| Salary band | | Number of posts on approved establishment | Number of jobs evaluated | % of posts evaluated by salary bands | Posts upgraded | | Posts downgraded | |
|-------------|-------------------------------------|---|--------------------------|--------------------------------------|----------------|----------------------|------------------|----------------------|
| | | | | | Number | % of posts evaluated | Number | % of posts evaluated |
| P1 – P3 | Leadership | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P4 – P5 | Senior Management | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P6 – P7 | Management | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P8 – P10 | Professionals and technical workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P11 – P16 | Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

The following table provides a summary of the number of employees whose positions were upgraded due to their posts being upgraded. The number of employees might differ from the number of posts upgraded since not all employees are automatically absorbed into the new posts and some of the posts upgraded could also be vacant.

Table 3.3.2 Profile of employees whose positions were upgraded due to their posts being upgraded

| Beneficiary | 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 disabilities | 0 | 0 | 0 | 0 | 0 |

The following table summarises the number of cases where remuneration bands exceeded the grade determined by job evaluation. Reasons for the deviation are provided in each case.

Table 3.3.3 Employees with salary levels higher than those determined by job evaluation by occupation

(No cases were reported because no job evaluation was conducted in the reporting period.)

| Occupation | Number of employees | Job evaluation level | Remuneration level | Reason for deviation |
|------------------------------|---------------------|----------------------|--------------------|----------------------|
| - | 0 | 0 | 0 | 0 |
| Percentage of total employed | 0 | 0 | 0 | 0 |

The following table summarises the beneficiaries of the above in terms of race, gender, and disability.

Table 3.3.4 Profile of employees who have salary levels higher than those determined by job evaluation

(No cases were reported because no job evaluation was conducted in the reporting period)

| Beneficiary | 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 disabilities | 0 | 0 | 0 | 0 | 0 |

Total number of employees whose remuneration exceeded the grade determined by job evaluation in 2023/2024



3.4 Employment changes

This section provides information on changes in employment over the financial year. Turnover rates provide an indication of trends in the employment profile of the legislature.

The following tables provide a summary of turnover rates by salary band and critical occupations.

Table 3.4.1 Annual turnover rates by salary band

| Salary Band | | Number of employees at beginning of period: 1 April 2023 – 31 March 2024 | Appointments and transfers into the legislature | Terminations and transfers out of the legislature | Turnover rate |
|------------------------------|-------------------------------------|--|---|---|---------------|
| P1 – P3 | Leadership | 1 | 0 | 0 | 0.00% |
| P4 – P5 | Senior Management | 15 | 0 | 0 | 0.00% |
| P6 – P7 | Management | 29 | 0 | 1 | 3.45% |
| P8 – P10 | Professionals and technical workers | 178 | 0 | 5 | 2.81% |
| P11 – P16 | Support Workers | 180 | 1 | 7 | 3.89% |
| Contract Workers and Interns | | 24 | 16 | 2 | 8.33% |
| Total | | 427 | 17 | 15 | 3.51% |

Table 3.4.2 Annual turnover rates by critical occupation

| Salary Band | | Number of employees at beginning of period: 1 April 2023 – 31 March 2024 | Appointments and transfers into the legislature | Terminations and transfers out of the legislature | Turnover rate |
|------------------------------|-------------------------------------|--|---|---|---------------|
| P1 – P3 | Leadership | 0 | 0 | 0 | 0 |
| P4 – P5 | Senior Management | 0 | 0 | 0 | 0 |
| P6 – P7 | Management | 0 | 0 | 0 | 0 |
| P8 – P10 | Professionals and technical workers | 0 | 0 | 0 | 0 |
| P11 – P16 | Support Workers | 0 | 0 | 0 | 0 |
| Contract Workers and Interns | | 0 | 0 | 0 | 0 |
| Total | | 0 | 0 | 0 | 0 |

The table below identifies the major reasons why staff left the legislature.

Table 3.4.3 Reasons why staff left the legislature

| Termination Type | Number | % of Total Resignations |
|---|-----------|-------------------------|
| Death in Service | 2 | 13.33% |
| Resignation | 11 | 73.33% |
| Expiry of contract | 0 | 0.00% |
| Dismissal – operational changes | 0 | 0.00% |
| Dismissal – misconduct | 1 | 6.67% |
| Dismissal – inefficiency | 0 | 0.00% |
| Discharged due to ill-health | 0 | 0.00% |
| Early retirement | 0 | 0.00% |
| Retirement | 1 | 6.67% |
| Transfer to other Public Service Legislatures | 0 | 0.00% |
| Other | 0 | 0.00% |
| Total | 15 | 100.00% |
| Total number of employees who left as a % of total employment | | 4.05% |

Promotions by critical occupation (there is no Promotions Policy)



3.5 Employment Equity

Table 3.5.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as at 31 March 2024

| Occupational category | | Male | | | | | Female | | | | | Total |
|-----------------------------|-------------------------------------|------------|----------|----------|----------|---------------------|------------|----------|----------|----------|---------------------|------------|
| | | African | Coloured | Indian | White | No. with Disability | African | Coloured | Indian | White | No. with Disability | |
| P1 – P3 | Leadership | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| P4 – P5 | Senior Management | 6 | 0 | 3 | 0 | 0 | 5 | 0 | 1 | 0 | 0 | 15 |
| P6 – P7 | Management | 15 | 2 | 0 | 1 | 1 | 10 | 0 | 0 | 0 | 0 | 28 |
| P8 – P10 | Professionals and technical workers | 75 | 1 | 2 | 3 | 2 | 82 | 4 | 3 | 3 | 1 | 173 |
| P11 – P16 | Support Workers | 66 | 1 | 0 | 0 | 1 | 94 | 4 | 3 | 6 | 5 | 174 |
| Contractors and Interns | | 14 | 0 | 1 | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 36 |
| Total | | 177 | 4 | 6 | 4 | - | 212 | 8 | 7 | 9 | - | 427 |
| Employees with disabilities | | 5 | 0 | 0 | 0 | 6 | 3 | 0 | 2 | 1 | 6 | 11 |

| Age | | 18 – 34 | 35 – 49 | 0 – 59 | 60 – 69 | 70+ | |
|-----------------------------|-------------------------------------|-----------|------------|------------|-----------|----------|--|
| P1 – P3 | Leadership | 0 | 0 | 0 | 1 | 0 | |
| P4 – P5 | Senior Management | 0 | 6 | 9 | 0 | 0 | |
| P6 – P7 | Management | 0 | 12 | 12 | 4 | 0 | |
| P8 – P10 | Professionals and technical workers | 7 | 115 | 44 | 7 | 0 | |
| P11 – P16 | Support Workers | 14 | 102 | 48 | 10 | 0 | |
| Contractors and Interns | | 29 | 5 | 2 | 0 | 0 | |
| Total | | 50 | 240 | 115 | 22 | 0 | |
| Employees with disabilities | | 0 | 5 | 4 | 2 | 0 | |

Table 3.5.2 Recruitment in 2023/2024

| Occupational Band | | Male | | | | Female | | | | Total |
|-----------------------------|-------------------------------------|---------|----------|--------|-------|---------|----------|--------|-------|-------|
| | | African | Coloured | Indian | White | African | Coloured | Indian | White | |
| P1 – P3 | Leadership | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P4 – P5 | Senior Management | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| P6 – P7 | Management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P8 – P10 | Professionals and technical workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| P11 – P16 | Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contractors and Interns | | 8 | 0 | 1 | 0 | 5 | 0 | 0 | 0 | 14 |
| Total | | 8 | 0 | 1 | 0 | 6 | 0 | 0 | 0 | 15 |
| Employees with disabilities | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Age | | 18 – 34 | 35 – 49 | 50 – 59 | 60 – 69 | 70+ | Total |
|-----------------------------|-------------------------------------|---------|---------|---------|---------|-----|-------|
| | | | | | | | |
| P1 – P3 | Leadership | 0 | 0 | 0 | 0 | 0 | 0 |
| P4 – P5 | Senior Management | 0 | 0 | 1 | 0 | 0 | 1 |
| P6 – P7 | Management | 0 | 0 | 0 | 0 | 0 | 0 |
| P8 – P10 | Professionals and technical workers | 0 | 0 | 0 | 0 | 0 | 0 |
| P11 – P16 | Support Workers | 0 | 0 | 0 | 0 | 0 | 0 |
| Contractors and Interns | | 14 | 1 | 0 | 0 | 0 | 15 |
| Total | | 14 | 1 | 1 | 0 | 0 | 16 |
| Employees with disabilities | | 0 | 0 | 0 | 0 | 0 | 0 |

Table 3.5.3 Promotions (there is no Promotions Policy)

| Occupational Band | Male | | | | Female | | | | |
|-------------------|---------|----------|--------|-------|---------|----------|--------|-------|-------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White | Total |

Table 3.5.4 Terminations

| Occupational Band | Male | | | | Female | | | | |
|-------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White | Total |
| Leadership | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior Management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Management | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals and technical workers | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 5 |
| Support Workers | 3 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 7 |
| Contractors | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 |
| Total | 6 | 0 | 0 | 0 | 8 | 0 | 0 | 1 | 15 |
| Employees with disabilities | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |

Table 3.5.5 Disciplinary action

| Disciplinary action | Male | | | | Female | | | | |
|---------------------|---------|----------|--------|-------|---------|----------|--------|-------|-------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White | Total |
| | 16 | 0 | 0 | 0 | 7 | 1 | 0 | 0 | 24 |

Table 3.5.6 Skills Development: Training provided

| Occupational Category | | Number of employees as at 1 April 2023 | Training provided within the reporting period | | | Total |
|------------------------------------|-------------------------------------|--|---|--------------|---|------------|
| | | | Tertiary qualifications | Learnerships | Skills Programmes & other short courses | |
| P1 – P3 | Leadership | 1 | 1 | 0 | 1 | 2 |
| P4 – P5 | Senior Management | 16 | 1 | 0 | 13 | 14 |
| P6 – P7 | Management | 29 | 6 | 0 | 25 | 31 |
| P8 – P10 | Professionals and technical workers | 176 | 21 | 0 | 95 | 116 |
| P11 – P16 | Support Workers | 205 | 17 | 0 | 75 | 92 |
| Total | | 427 | 46 | 0 | 209 | 255 |
| Employees with disabilities | | 11 | 1 | 0 | 11 | 11 |

Trained Employees

| Occupational category | | Male | | | | Female | | | | Total |
|------------------------------------|-------------------------------------|-----------|----------|----------|----------|-----------|----------|----------|----------|------------|
| | | African | Coloured | Indian | White | African | Coloured | Indian | White | |
| P1 – P3 | Leadership | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| P4 – P5 | Senior Management | 5 | 0 | 2 | 0 | 5 | 0 | 1 | 0 | 13 |
| P6 – P7 | Management | 13 | 2 | | 1 | 9 | | | | 25 |
| P8 – P10 | Professionals and technical workers | 36 | 1 | 2 | 2 | 47 | 1 | 2 | 4 | 95 |
| P11 – P16 | Support Workers | 29 | 0 | 0 | 0 | 38 | 2 | 1 | 5 | 75 |
| Total | | 84 | 3 | 4 | 3 | 99 | 3 | 4 | 9 | 209 |
| Employees with disabilities | | 5 | 0 | 0 | 0 | 3 | 0 | 2 | 1 | 11 |

| Age | | 18 – 34 | 35 – 49 | 50 – 59 | 60 – 69 | 70+ |
|------------------------------------|-------------------------------------|-----------|------------|-----------|----------|-----|
| P1 – P3 | Leadership | 0 | 0 | 0 | 1 | |
| P4 – P5 | Senior Management | 0 | 12 | 1 | 0 | |
| P6 – P7 | Management | 0 | 21 | 2 | 2 | |
| P8 – P10 | Professionals and technical workers | 10 | 70 | 5 | 1 | |
| P11 – P16 | Support Workers | 27 | 59 | 5 | 5 | |
| Total | | 37 | 150 | 13 | 9 | |
| Employees with disabilities | | 0 | 9 | 2 | 0 | |

3.6 Performance Rewards

To encourage good performance, the legislature has granted the following performance rewards during the year under review. The information is presented in terms of race, gender, disability, salary bands and critical occupations.

Table 3.6.1 Performance rewards by race, gender, age and disability

| Race and Gender | Beneficiary Profile | | | Cost | |
|------------------------------------|-------------------------|---------------------|-------------------------|----------------|---------------------------|
| | Number of beneficiaries | Number of employees | % of total within group | Cost (R'000) | Average cost per employee |
| (R'000) | | | | | |
| African, Male | 4 | 7 | 57% | 783 | 196 |
| Asian, Male | 3 | 3 | 100% | 391 | 130 |
| Coloured Male | 0 | 0 | 100% | - | 0 |
| White Male | 0 | 0 | 0% | - | 0 |
| African Female | 4 | 9 | 44% | 547 | 137 |
| Asian Female | 1 | 1 | 100% | 106 | 106 |
| Coloured Female | 0 | 0 | 0% | - | 0 |
| White Female | 0 | 0 | 0% | - | 0 |
| Total | 12 | 20 | 60% | 1 827 | 152 |
| Employees with disabilities | | | 0% | - | 0 |
| Age | 18 – 34 | 35 – 49 | 50 – 59 | 60 – 69 | 70+ |
| Number of beneficiaries | 0 | 5 | 6 | 1 | 0 |
| Number of employees | 0 | 8 | 11 | 1 | 0 |
| % of total within group | 0% | 63% | 55% | 100% | 0% |
| Cost (R'000) | 0 | 616 | 785 | 426 | 0 |
| Average cost per employee | 0 | 123.2 | 130.8 | 426 | 0 |
| Total | 0 | 616 | 785 | 426 | 0 |

Table 3.6.2 Performance rewards by salary band for personnel below Senior Management Service

| Salary Band | | Beneficiary Profile | | | Cost | | |
|-------------|-------------------------------------|-------------------------|---------------------|--------------------------------|------------|---------------------------|--|
| | | Number of beneficiaries | Number of employees | % of total within salary bands | Total Cost | Average cost per employee | Total cost as a % of the total personnel expenditure |
| P1 – P3 | Leadership | 0 | 0 | 0 | 0 | 0 | 0 |
| P4 – P5 | Senior Management | 0 | 0 | 0 | 0 | 0 | 0 |
| P6 – P7 | Management | 0 | 0 | 0 | 0 | 0 | 0 |
| P8 – P10 | Professionals and technical workers | 0 | 0 | 0 | 0 | 0 | 0 |
| P11 – P16 | Support Workers | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | 0 | 0 | 0 | 0 | 0 | 0 |

Table 3.6.3 Performance rewards by critical occupation

| Critical Occupation | Beneficiary Profile | | | Cost | |
|---------------------|-------------------------|---------------------|------------------------------|------------|---------------------------|
| | Number of beneficiaries | Number of employees | % of total within occupation | Total Cost | Average cost per employee |
| 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 |

Table 3.6.4 Performance related rewards (cash bonus), by salary band for Senior Management Service

| Salary Band | Beneficiary Profile | | | Cost | | |
|-------------|-------------------------|---------------------|--------------------------------|------------|---------------------------|--|
| | Number of beneficiaries | Number of employees | % of total within salary bands | Total Cost | Average cost per employee | Total cost as a % of the total personnel expenditure |
| Band A | 0 | 0 | 0 | 0 | 0 | 0 |
| Band B | 0 | 0 | 0 | 0 | 0 | 0 |
| Band C | 0 | 0 | 0 | 0 | 0 | 0 |
| Band D | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

3.7 Foreign Workers

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

Table 3.7.1 Foreign workers by salary band

| Salary Band | | 01 April 2023 | | 31 March 2024 | | Change | |
|-----------------------------|-------------------------------------|---------------|------------|---------------|------------|--------|----------|
| | | Number | % of total | Number | % of total | Number | % Change |
| P1 – P3 | Leadership | 0 | 0% | 0 | 0% | 0 | 0% |
| P4 – P5 | Senior Management | 0 | 0% | 0 | 0% | 0 | 0% |
| P6 – P7 | Management | 2 | 50% | 2 | 50% | 0 | 0% |
| P8 – P10 | Professionals and technical workers | 1 | 25% | 1 | 25% | 0 | 0% |
| P11 – P16 | Support Workers | 1 | 25% | 1 | 25% | 0 | 0% |
| Total | | 4 | 100% | 4 | 100% | 0 | 0% |
| Employees with disabilities | | 0 | 0% | 0 | 0% | 0 | 0% |

Table 3.7.2 Foreign workers by major occupation²

| Major Occupation | 01 April 2023 | | 31 March 2024 | | Change | |
|------------------|---------------|------------|---------------|------------|--------|----------|
| | Number | % of total | Number | % of total | Number | % Change |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 |



3.8 Leave utilisation

The Public Service Commission identified the need for careful monitoring of sick leave within the public service. The following tables provide an indication of the use of sick leave and disability leave. In both cases, the estimated cost of the leave is also provided.

Table 3.8.1 Sick leave

| 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) |
|--|---------------|-----------------------------------|--------------------------------------|---------------------------------------|---------------------------|------------------------|
| (R'000) | | | | | | |
| P1 – P3 Leadership | 0 | 0% | 0 | 0.00% | 0 | 0 |
| P4 – P5 Senior Management | 84 | 0% | 9 | 6.67% | 9 | 588 |
| P6 – P7 Management | 163 | 0% | 15 | 11.11% | 11 | 960 |
| P8 – P10 Professionals and technical workers | 455 | 0% | 62 | 45.93% | 7 | 632 |
| P11 – P16 Support Workers | 242.94 | 0% | 40 | 29.63% | 6 | 461 |
| Contractors and Interns | 50 | 0% | 9 | 6.67% | 6 | 95 |
| Total | 994.94 | 0% | 135 | 100.00% | 39 | 2736 |
| Employees with disabilities | 147 | 0% | 5 | 3.70% | 29 | 176 |

Table 3.8.2 Disability leave (temporary and permanent)

| 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) | | | | | | |
| P1 – P3 Leadership | 0 | 0 | 0 | 0 | 0 | 0 |
| P4 – P5 Senior Management | 0 | 0 | 0 | 0 | 0 | 0 |
| P6 – P7 Management | 0 | 0 | 0 | 0 | 0 | 0 |
| P8 – P10 Professionals and technical workers | 0 | 0 | 0 | 0 | 0 | 0 |
| P11 – P16 Support Workers | 0 | 0 | 0 | 0 | 0 | 0 |
| Contractors and Interns | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

Table 3.8.3 Annual Leave

| Salary Band | | Total days taken | Number of Employees using annual leave | Average per employee |
|-----------------------------|-------------------------------------|------------------|--|----------------------|
| P1 – P3 | Leadership | 6.00 | 1 | 0 |
| P4 – P5 | Senior Management | 222.00 | 14 | 15.86 |
| P6 – P7 | Management | 364.00 | 25 | 14.56 |
| P8 – P10 | Professionals and technical workers | 2 424.77 | 158 | 15.35 |
| P11 – P16 | Support Workers | 2 325.94 | 151 | 15.40 |
| Contractors and Interns | | 228.94 | 23 | 9.95 |
| Total | | 5 571.65 | 372 | 14.98 |
| Employees with disabilities | | 147.00 | 10 | 14.70 |

Table 3.8.4 Capped leave

| 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 at 31 March |
|-----------------------------|-------------------------------------|----------------------------------|--|---|--|
| P1 – P3 | Leadership | 0 | 0 | 0 | 0 |
| P4 – P5 | Senior Management | 0 | 0 | 0 | 0 |
| P6 – P7 | Management | 0 | 0 | 0 | 0 |
| P8 – P10 | Professionals and technical workers | 0 | 0 | 0 | 0 |
| P11 – P16 | Support Workers | 0 | 0 | 0 | 0 |
| Total | | 0 | 0 | 0 | 0 |
| Employees with disabilities | | 0 | 0 | 0 | 0 |

The following table summarises payments made to employees as a result of leave that was not taken.

Table 3.8.5 Leave pay-outs

| Reason | | Total Amount | Number of Employees | Average per employee |
|-----------------------------|-------------------------------------|--------------|---------------------|----------------------|
| (R'000) | | | | |
| P1 – P3 | Leadership | 0 | 0 | 0 |
| P4 – P5 | Senior Management | 0 | 0 | 0 |
| P6 – P7 | Management | 0 | 0 | 0 |
| P8 – P10 | Professionals and technical workers | 351 | 6 | 59 |
| P11 – P16 | Support Workers | 178 | 5 | 36 |
| Contractors and Interns | | 0.3 | 1 | 0 |
| Total | | 529.3 | 12 | 44 |
| Employees with disabilities | | 0 | 0 | 0 |

3.9 Labour Relations

Table 3.9.1 Collective agreements

| Subject Matter | Date |
|------------------|--------------|
| Salary Agreement | 08 July 2023 |

The following tables summarise the outcomes of disciplinary hearings conducted within the legislature for the year under review.

Table 3.9.2 Misconduct and disciplinary hearings finalised

| Outcomes of disciplinary hearings | Number | % of total |
|-----------------------------------|----------|-------------|
| Correctional counselling | 0 | 0 |
| Verbal warning | 0 | 0 |
| Written warning | 2 | 50% |
| Final written warning | 1 | 25% |
| Suspended without pay | 0 | 0 |
| Fine | 0 | 0 |
| Demotion | 0 | 0 |
| Dismissal | 0 | 0 |
| Not guilty | 0 | 0 |
| Case withdrawn | 1 | 25% |
| Total | 3 | 100% |

Table 3.9.3 Types of misconduct addressed at disciplinary hearings

| Type of misconduct (based on Annexure A) | Number | % of total |
|--|----------|-------------|
| Fraud | 1 | 33% |
| Dereliction of duty | 2 | 67% |
| Total | 3 | 100% |

Table 3.9.4 Grievances lodged

| | Number | % of Total |
|--|----------|-------------|
| Number of grievances resolved | 0 | 0 |
| Number of grievances not resolved | 2 | 100% |
| Total number of grievances lodged | 2 | 100% |

Table 3.9.5 Disputes lodged

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

Table 3.9.6 Strike actions (None)

| | |
|--|------------|
| Total number of persons working days lost | 1 |
| Total costs working days lost | 642,000.24 |
| Amount (R'000) recovered as a result of no work no pay | 642,000.24 |

Table 3.9.7 Precautionary suspensions (None)

| | |
|--|---------------|
| Number of people suspended | 2 |
| Number of people whose suspension exceeded 30 days | 2 |
| Average number of days suspended | 220 |
| Cost (R'000) of suspension | R1 010 952.65 |

3.10 Injury on duty

The following table provides basic information on injury on duty.

Table 3.10.1 Injury on duty

| 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% |

3.11 Budget Allocation to Transformation Programmes

Table 3.11.1 Budget Allocation to transformation programmes

| Programme Name (R'000) | Budget Allocation | Expenditure | Variance |
|---------------------------------------|-------------------|------------------|------------------|
| Sector Parliaments | 4,563,550 | 965,035 | 3,98,515 |
| Multi-Party Women's Caucus | 1,018,425 | - | 1,018,425 |
| Transversal Mainstreaming Focal Point | 1,033,458 | 578,458 | 455,000 |
| Women's Month | 502,950 | 376,111 | 126,839 |
| 16 Days of Activism | 393,950 | 485,692 | (91,742) |
| Vita Basadi Awards | 1,621,250 | 1,984,775 | (363,525) |
| Total | 9,133,583 | 4,390,070 | 4,743,513 |

Table 3.11.2 Institutional HDI Targets

| Target | Actual Performance |
|----------------------------------|--------------------|
| HDI: 60% | 67,31% |
| Women: 30% | 36,18% |
| Youth: 10% | 15,74% |
| Persons with disabilities: 0,50% | 0,51% |
| Township Economy: 10% | 17,86% |



3.12 Utilisation of Consultants

| Programme Name | Activity | Expenditure |
|--|--|------------------|
| Total: Leadership and Governance | - | - |
| Office of the Secretary | Mid-Term Evaluation Report | 404,671 |
| | Presiding Officers' S&T Investigation Hearings | 247,513 |
| | Ethics Training for Members | 54,050 |
| Total: Office of the Secretary | | 706,234 |
| Corporate Support Services | EFF Legal Fees | 300,000 |
| | Validation of 2021/2022 Portfolio of Evidence | 218,172 |
| | EFF Research Work | 739,600 |
| | Actuarial Services | 10,350 |
| | IFP Research Work | 485,000 |
| | ACDP Research Work | 255,000 |
| | FF+ Research Work | 500,000 |
| | Job evaluation | 93,689 |
| Total: Corporate Support Services | | 2,601,811 |
| Core Business | Social Media Management | 334,489 |
| | Media Monitoring | 120,547 |
| | Brown Bag Session | 55,000 |
| Total: Core Business | | 510,036 |
| Office of the CFO | Movement of furniture | 308,000 |
| | IDU Support and Maintenance | 35,817 |
| | BarnOwl Support | 18,412 |
| | Asset verification | 92,690 |
| | Art evaluation | 246,600 |
| | Asset Management System Support | 176,295 |
| Total: Office of the CFO | | 877,814 |
| Total: Consultants | | 4,695,895 |





“In our ongoing dedication to transparency and accountability, the Gauteng Provincial Legislature remains steadfast in maintaining the integrity of its financial operations. As we conclude the 2023/2024 financial year, we emphasise our commitment to accuracy and reliability in our Annual Financial Statements. By adhering to rigorous accounting standards and demonstrating unwavering diligence, we provide an authentic representation of our performance and financial stability.”





SECTION E

- 100** Confirmation of the accuracy and fair presentation of the annual financial statements submitted
- 102** Report of the Auditor-General
- 106** Annual Financial Statements



FINANCIAL STATEMENTS

Confirmation of the accuracy and fair presentation of the Annual Financial Statements submitted



Mr Linda Mwale
Acting Accounting Officer of the
Gauteng Provincial Legislature

“In our ongoing dedication to transparency and accountability, the Gauteng Provincial Legislature remains steadfast in maintaining the integrity of its financial operations. As we conclude the 2023/2024 financial year, we emphasise our commitment to accuracy and reliability in our Annual Financial Statements. By adhering to rigorous accounting standards and demonstrating unwavering diligence, we provide an authentic representation of our performance and financial stability.”

Financial Statements for the 2023/2024 financial year ending 31 March 2024

I hereby acknowledge that the Annual Financial Statements of the Gauteng Provincial Legislature have been submitted to the Auditor-General’s office for auditing in terms of section 56(1) and 57 of the FMPPLA.

I acknowledge my responsibility for the accuracy of the accounting records and the fair presentation of the Performance Information and confirm to the best of my knowledge and belief, the following:

- The financial statements have been prepared in accordance with Generally Recognised Accounting Practice (GRAP),
- The financial statements are complete and accurate;
- The financial statements are free from material misstatements including omissions; and
- Accounting estimates are reasonable in the circumstances.

A handwritten signature in black ink, appearing to read 'L. Mwale', written over a light-colored background.

Yours faithfully,
Mr Linda Mwale
Acting Accounting Officer of the
Gauteng Provincial Legislature

Abbreviations

| | |
|--------|--|
| GRAP | Generally Recognised Accounting Practice |
| MEC | Member of the Executive Council |
| IPMS | Institutional Performance Management System |
| GPL | Gauteng Provincial Legislature |
| FMPPLA | Financial Management of Parliament and Provincial Legislatures Act |
| PPE | Property, Plant and Equipment |
| EFT | Electronic Funds Transfer |
| GRIR | Goods Received Invoice Received |
| IR | Invoice Received |
| IT | Information Technology |
| UIF | Unemployment Insurance Fund |

General Information

Legal form of entity
Provincial Legislature

Postal address
Private Bag X52
Johannesburg 2000

Registered office
Cnr President and Loveday
Street Johannesburg, 2001

Bankers
Standard Bank of SA

Business address
Cnr President and Loveday Street
Johannesburg, 2001

Auditors
Auditor-General South Africa
(AGSA)
Registered Auditors

Report of the Auditor-General to the Gauteng Provincial Legislature on vote no. 2: Gauteng Provincial Legislature

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Gauteng Provincial Legislature set out on pages 106 to 146, which comprise the statement of financial position as at 31 March 2024, statement of financial performance, statement of changes in net assets, cash flow statement and statement of comparison of budget and actual amounts for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Gauteng Provincial Legislature as at 31 March 2024, and its financial performance and cash flows for the year then ended in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) and the requirements of the Financial Management of Parliament and Provincial Legislatures Act 10 of 2009 (FMPPLA).

Basis for opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities, under those standards, are further described in the responsibilities of the auditor-general for the audit of the annual financial statements section of my report.
4. I am independent of the Legislature in accordance with the International Ethics Standards Board for Accountants' *International code of ethics for professional accountants (including International Independence Standards)* (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of matters

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

Material uncertainty relating to contingent liabilities

7. With reference to note 33 to the financial statements, the Legislature is a defendant in a number of labour matters. The ultimate outcomes of these

matters could not be determined and no provision for any liability that may result was made in the financial statements.

Underspending of the vote

8. As disclosed in the statement of comparison of budget and actual amounts, the Legislature materially underspent the budget by R51 126 000. This underspending, according to management, was due to incomplete procurement processes. I did not audit the reason for the underspending, hence do not express an opinion on it.

Responsibilities of the accounting officer for the financial statements

9. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the GRAP and the requirements of the FMPPLA, 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.
10. In preparing the financial statements, the accounting officer is responsible for assessing the legislature's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the Legislature or to cease operations, or has no realistic alternative but to do so.

Responsibilities of the Auditor-General for the audit of the financial statements

11. My objectives are to obtain reasonable assurance about whether the financial statements, as a whole, are free from material misstatement, whether due to fraud or error; and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
12. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located on page 104, forms part of my auditor's report.

Report on the audit of the annual performance report

13. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance against predetermined objectives for the selected programme presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.
14. I selected the following programme presented in the annual performance report for the year ended 31 March 2024 for auditing. I selected a programme that measures the legislature's performance on its primary mandated functions and that is of significant national, community or public interest.

| Programme | | |
|------------------------------------|--------------------------|--|
| Programme 4 – Core Business | Page Number: 38 to 48 | Purpose: The programme provides comprehensive support to the house and its committees to advance their constitutional mandates of oversight and scrutiny over the work of the executive, law-making, public participation, and cooperative governance. |

15. I evaluated the reported performance information for the selected programme against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the Legislature's planning and delivery on its mandate and objectives.
16. I performed procedures to test whether:
- » the indicators and targets reported on in the annual performance report are the same as what was committed to in the approved initial or revised planning documents
 - » there is adequate supporting evidence for the achievements reported.
17. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion or conclusion.
18. I did not identify any material findings on the reported performance information of core business.

Other matter

19. I draw attention to the matter below.

Achievement of planned targets

20. The annual performance report includes information on reported achievements against planned targets and provides explanations for over and under achievements.
21. The table that follows provides information on the achievement of planned targets and lists the key indicators that were not achieved as reported in the annual performance report. The reasons for any underachievement of targets taken to improve performance are included in the annual performance report on pages 38 to 48.

Programme 4 - Core Business

Targets achieved: 91%

Budget spent: 92%

| Key indicators not achieved | Planned target | Reported achievement |
|---|----------------|----------------------|
| Number of adopted committee inquiries reports | 01 | 0 |

Report on compliance with legislation

22. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting officer is responsible for the Legislature's compliance with legislation.
23. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.
24. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the Legislature, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.
25. I did not identify any material non-compliance with the selected legislative requirements.

Other information in the annual report

26. The accounting officer is responsible for the other information included in the annual report. The other information referred to does not include the financial statements, the auditor's report and the selected programme presented in the annual performance report that have been specifically reported in this auditor's report.
27. My opinion on the financial statements, the report on the audit of the annual performance report and the report on compliance with legislation, does not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.
28. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected programme presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
29. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this information and, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected, this will not be necessary.

Internal control deficiencies

30. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
31. I did not identify any significant deficiencies in internal control.

Auditor General

Johannesburg
31 July 2024



Annexure to the auditor's report

The annexure includes the following:

- » The auditor-general's responsibility for the audit
- » The selected legislative requirements for compliance testing

Auditor-general's responsibility for the audit

Professional judgement and professional scepticism

As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected programme and on the Legislature's compliance with selected requirements in key legislation.

Financial statements

In addition to my responsibility for the audit of the annual financial statements as described in this auditor's report, I also:

- » identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control
- » obtain an understanding of internal control relevant to the audit 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 Legislature's internal control
- » evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made
- » conclude on the appropriateness of the use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the Legislature to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a Legislature to cease operating as a going concern
- » evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Communication with those charged with governance

I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the accounting officer with a statement that I have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.

Compliance with legislation – selected legislative requirements

32. The selected legislative requirements are as follows:

| Legislation | Sections or regulations |
|--|--|
| Finance Management of Parliament and Provincial Legislature Act 10 of 2009 | Section 7(b); 7(e); 14(1); 14(2)(a); 14(2)(b); Section 14(2)(c); 14(2)(d); 14(2)(e); 15(1); Section 15(2)(a); 15(2)(b); 15(2)(c); 15(2)(d); Section 20(5); 21(2); 33(2)(a); 33(2)(b); 33(2)(e); Section 35(1)(a); 35(1)(b); 36(a); 41(b); 44; 46; Section 52; 53(1); 53(1)(b); 53(1)(c); 56(1); Section 57(a); 67(2)(a); 67(2)(b); 68(2)(a); Section 68(2)(b) |
| Financial Management of Parliament Act - SCM Regulations, 2015 | Regulation 6(1)(c); 6(3)(e); 6(6); 6(6)(a)(i); Regulation 6(6)(a)(v); 6.7; 6(7)(a)(i); 6(7)(a)(ii); Regulation 6(8)(a)(ii); 6(8)(b)(ii); 6(8)(b)(iii); Regulation 6(8)(f)(iv); 6(9)(a)(i); 6(9)(a)(ii); Regulation 6(9)(a)(iii); 6(9)(a)(iv); 6(9)(a)(v); Regulation 6(11); 6(11)(b); 6(11)(d)(i); 6(11)(d)(ii); Regulation 6(11)(d)(iii); 6(11)(d)(iv); 6(11)(d)(v); Regulation 6(11)(d)(vi); 6(11)(e)(i); 6(11)(e)(ii); Regulation 6(11)(e)(iii); 6(11)(d)(vii); 7(8)(a); Regulation 7(9)(a)(vi); 7(9)(c)(i); 8; 8(1); 8(2); 9; Regulation 9(1)(c); 11(2); 11(2)(c); 11(3) |
| Preferential Procurement Policy Framework Act 5 of 2000 | Section 1; 2.1(a); 2.1(f) |
| Preferential Procurement Regulations, 2022 | Regulation 4.1; 4.2; 4.3; 4.4; 5.1; 5.2; 5.3; 5.4 |
| Preferential Procurement Regulations, 2017 | Regulation 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; Regulation 6.4; 6.6; 6.8; 7.1; 7.2; 7.4; 7.6; 7.8; Regulation 8.2; 8.5; 9.1; 10.1; 10.2; 11.1; 11.2 |
| Prevention and Combating of Corrupt Activities Act 12 of 2004 | Section 34(1) |

Statement of Financial Position as at 31 March 2024

| Figures in Rand | Note(s) | 31-Mar 2024 | 31-Mar 2023 |
|--|---------|--------------------|--------------------|
| Assets | | | |
| Current Assets | | | |
| Prepayments | 3 | 11 004 922 | 9 771 816 |
| Inventories | 4 | 1 471 486 | 594 338 |
| Receivables from exchange transactions | 5 | 11 115 082 | 9 884 747 |
| Receivables from non-exchange transactions | 6 | 9 245 705 | 3 001 423 |
| Cash and cash equivalents | 7 | 833 176 601 | 742 808 113 |
| | | 866 013 796 | 766 060 437 |
| Non-Current Assets | | | |
| Heritage assets | 8 | 1 920 264 | 1 920 264 |
| Property, plant and equipment | 9 | 93 745 262 | 90 299 460 |
| Intangible assets | 10 | 559 936 | 831 228 |
| | | 96 225 462 | 93 050 952 |
| Total Assets | | 962 239 258 | 859 111 389 |
| Liabilities | | | |
| Current Liabilities | | | |
| Payables from exchange transactions | 11 | 28 846 415 | 37 905 136 |
| Other employee benefit obligation | 12 | 1 165 000 | 957 830 |
| Finance lease obligation | 13 | 4 278 741 | - |
| Operating lease liability | 14 | 275 143 | 516 240 |
| Employee benefit obligation | 15 | 85 428 709 | 52 014 367 |
| Financial liabilities | 16 | 8 589 742 | 7 893 591 |
| | | 128 583 750 | 99 287 164 |
| Non-Current Liabilities | | | |
| Other employee benefit obligation | 12 | 6 314 821 | 5 972 291 |
| Total Liabilities | | 134 898 571 | 105 259 455 |
| Net Assets | | 827 340 687 | 753 851 934 |
| Accumulated surplus | | 827 340 687 | 753 851 934 |
| Total Net Assets | | 827 340 687 | 753 851 934 |

Statement of Financial Performance as at 31 March 2024

| Figures in Rand | Note(s) | 31-Mar 2024 | 31-Mar 2023 |
|--|---------|-------------------|-------------------|
| Revenue from non-exchange transactions | 17 | 943 861 879 | 907 808 672 |
| Revenue from exchange transactions | 18 | 2 092 614 | 2 429 614 |
| Operating expenses | 28 | (928 003 977) | (866 228 871) |
| Operating surplus | | 17 950 516 | 44 009 415 |
| Interest Income | 19 | 57 527 291 | 37 466 905 |
| Gains or losses on disposal of assets | 21 | (1 307 019) | 783 823 |
| Foreign exchange gains and losses | 22 | (25 611) | (872 339) |
| Finance costs | 25 | (656 424) | (189 235) |
| Surplus for the year | | 73 488 753 | 81 198 569 |

Statement of Changes in Net Assets for the year ended 31 March 2024

| Figures in Rand | Accumulated surplus / deficit | Total net assets |
|---------------------------------|-------------------------------|------------------|
| Balance at 01 April 2022 | 672 653 365 | 672 653 365 |
| Surplus for the year | 81 198 569 | 81 198 569 |
| Balance at 01 April 2023 | 753 851 934 | 753 851 934 |
| Surplus for the year | 73 488 753 | 73 488 753 |
| Balance at 31 March 2024 | 827 340 687 | 827 340 687 |

Cash Flow Statement for the year ended 31 March 2024

| Figures in Rand | Note(s) | 31-Mar 2024 | 31-Mar 2023 |
|---|-----------|----------------------|----------------------|
| Cash flows from operating activities | | | |
| Receipts | | | |
| Revenue from non-exchange transactions | | 937 617 597 | 915 495 108 |
| Interest income | | 55 539 817 | 30 746 951 |
| Revenue from exchange transactions | | 2 849 754 | 2 417 827 |
| | | 996 007 168 | 948 659 886 |
| Payments | | | |
| Employee costs | | (487 654 851) | (452 718 292) |
| Suppliers | | (239 298 255) | (219 505 711) |
| Political party funding and constituency allowances | | (160 668 000) | (158 015 035) |
| | | (887 621 106) | (830 239 038) |
| Net cash flows from operating activities | 29 | 108 386 062 | 118 420 848 |
| Cash flows from investing activities | | | |
| Purchase of property, plant and equipment | 9 | (13 942 463) | (7 376 810) |
| Purchase of Intangible assets | | - | (682 538) |
| Proceeds from sale of assets | | 470 514 | 783 824 |
| Net cash flows from investing activities | | (13 471 949) | (7 275 524) |
| Cash flows from financing activities | | | |
| Finance lease payments | | (3 863 590) | (5 083 661) |
| Foreign exchange differences | | (25 611) | (872 339) |
| Finance costs | | (656 424) | (189 235) |
| Net cash flows from financing activities | | (4 545 625) | (6 145 235) |
| Net increase/(decrease) in cash and cash equivalents | | 90 368 488 | 105 000 089 |
| Cash and cash equivalents at the beginning of the year | | 742 808 113 | 637 808 024 |
| Cash and cash equivalents at the end of the year | 7 | 833 176 601 | 742 808 113 |

Statement of Comparison of Budget and Actual Amounts for the year ended 31 March 2024

| Budget on Cash Basis | | | | | | |
|--|--------------|-----------------|-------------|-----------------|------------------------------------|--|
| Figures in Rand | Note(s) | Approved Budget | Adjustments | Adjusted Budget | Actual amounts on comparable basis | Difference between final budget and actual |
| Statement of Comparison of Budget and Actual Amounts as at 31 March 2024 | | | | | | |
| Appropriation | | 857 061 000 | - | 857 061 000 | 857 061 000 | - |
| Personnel | | (421 712 000) | 3 122 000 | (418 590 000) | (396 672 000) | 21 918 000 |
| Political party funding and Constituency allowance | | (160 668 000) | - | (160 668 000) | (160 668 000) | - |
| Goods and services | | (262 140 000) | 672 000 | (261 468 000) | (234 889 000) | 26 579 000 |
| Assets | | (12 541 000) | (3 794 000) | (16 335 000) | (13 706 000) | 2 629 000 |
| | | (857 061 000) | - | (857 061 000) | (805 935 000) | 51 126 000 |
| Surplus for the year | Note 40 & 41 | - | - | - | - | 51 126 000 |

Statement of Comparison of Budget and Actual Amounts for the year ended 31 March 2024

| Budget on Cash Basis | | | | | | |
|--|--------------|-----------------|-------------|-----------------|------------------------------------|--|
| Figures in Rand | Note(s) | Approved Budget | Adjustments | Adjusted Budget | Actual amounts on comparable basis | Difference between final budget and actual |
| Statement of Comparison of Budget and Actual Amounts as at 31 March 2023 | | | | | | |
| Appropriation | | 825 163 000 | - | 825 163 000 | 825 163 000 | - |
| Personnel | | (389 821 000) | 4 385 000 | (385 436 000) | (361 396 000) | 24 040 000 |
| Political party funding and Constituency allowance | | (158 015 000) | - | (158 015 000) | (158 015 000) | - |
| Goods and services | | (255 211 000) | (7 659 000) | (262 870 000) | (231 799 000) | 31 071 000 |
| Assets | | (22 116 000) | 3 274 000 | (18 842 000) | (4 978 000) | 13 864 000 |
| | | (825 163 000) | - | (825 163 000) | (756 188 000) | 68 975 000 |
| Surplus for the year | Note 40 & 41 | - | - | - | - | 68 975 000 |

Accounting Policies

1. Presentation of Annual Financial Statements

The Annual Financial Statements have been prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) issued by the Accounting Standards Board in accordance with Section 56 of the Financial Management of Parliament and Provincial Legislatures Act No. 10 of 2009.

These Annual Financial Statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention as the basis of measurement unless specified otherwise. They are presented in South African Rand.

A summary of the significant accounting policies, which have been consistently applied in the preparation of these Annual Financial Statements are disclosed below.

1.1 Significant judgements and sources of estimation uncertainty

In preparing the Annual Financial Statements management is required to make estimates and assumptions that affect the amounts represented in the Annual Financial Statements and related disclosures. Use of available information and the application of judgement is inherent in the formation of estimates. Actual results in the future could differ from these estimates which may be material to the Annual Financial Statements. Significant judgements include:

Impairment of Exchange and Non-exchange Receivables

The GPL assesses its trade receivables and loans and receivables for impairment at the end of each reporting period. In determining whether an impairment loss should be recorded in surplus or deficit, management makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset. Management assesses all accounts with balances outstanding for 90 days and longer to determine whether there is evidence that they should be impaired.

Property plant equipment and intangible assets

The GPL reviews and tests the carrying value of assets when events or changes in circumstances suggest that the carrying amount may not be recoverable. If there are indications that impairment may have occurred, the remaining service potential of the asset is determined. The most appropriate approach selected to determine the remaining service potential is dependent on the availability of data and the nature of the impairment.

Useful lives of property plant equipment and intangible assets

The GPL's management determines the estimated useful lives and related depreciation charges for the property, plant and equipment and Intangible assets. This estimate is based on patterns in which assets' future economic benefits or service potential are expected to be consumed. When the estimated useful life of an asset differs from previous estimates, change is applied prospectively in the determination of the depreciation charge.

1.2 Property plant and equipment

Property, plant and equipment is initially measured at cost at the time they are incurred. Cost includes all of the expenditure which is directly attributable to the acquisition or construction of the asset. Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by GPL. The useful lives of items of property plant and equipment have been assessed as follows: The useful lives of items of property, plant and equipment have been assessed as follows:

| Item | Depreciation method | Average useful life |
|------------------------|---------------------|-----------------------|
| Land | None | Infinite |
| Buildings | Straight line | 50 years |
| Leasehold property | Straight line | over the lease period |
| Plant and machinery | Straight line | 5-15 years |
| Furniture and fixtures | Straight line | 10 to 20 years |
| Motor vehicles | Straight line | 5 to 8 years |
| Office equipment | Straight line | 10 to 15 years |
| IT equipment | Straight line | 3 to 7 years |
| Leasehold improvements | Straight line | over the lease period |
| Library books | Straight line | 20 to 25 years |

The residual value and the useful life and depreciation method of each asset are revised at the end of each reporting date. If the expectations differ from previous estimates the change is accounted as a change in accounting estimate. Reviewing the useful life of an asset on an annual basis does not require the GPL to amend the previous estimates unless expectations differ from previous estimates.

Items of property plant and equipment are derecognised when the asset is disposed of or when there are no further economic benefits or service potential expected from the use of the asset.

1.3 Intangible assets

Intangible assets are carried at cost at the time they are incurred, less any accumulated amortisation and any impairment losses.

Intangible assets consist of Computer software and licences acquired and is measured at cost less accumulated amortisation on a straight-line basis over expected useful lives.

The amortisation period and the amortisation method for intangible assets are reviewed at each reporting date. Amortisation is provided to write down the intangible assets, on a straight-line basis, to their residual values as follows:

| Item | Depreciation method | Average useful life |
|-------------------|---------------------|---------------------|
| Computer software | Straight line | 3 to 5 years |

1.4 Heritage assets

Heritage assets are made up of artwork that the GPL holds and have a cultural, historical and artistic significance and are held indefinitely for the benefit of present and future generations.

Heritage assets are measured at cost.

After recognition as an asset a class of heritage assets is carried at its cost less any accumulated impairment losses. The GPL does not depreciate Heritage assets.

1.5 Financial instruments

The GPL has the following types of financial assets and financial liabilities (classes and category) as reflected on the face of the statement of financial position and in note 31 thereto:

| Class | Category |
|--|--|
| Cash and cash equivalents | Financial asset measured at amortised cost |
| Receivables from exchange transactions | Financial asset measured at amortised cost |
| Other receivables from non-exchange transactions | Financial asset measured at amortised cost |

| Class | Category |
|---|--|
| Trade and other payables from exchange transactions | Financial liability measured at amortised cost |
| Other long-term employee benefits | Financial liability measured at fair value |

1.6 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease if it does not transfer substantially all the risks and rewards incidental to ownership.

When a lease includes both land and buildings elements, the GPL assesses the classification of each element separately.

Finance leases - lessee

Finance leases are recognised as assets and liabilities in the statement of financial position at amounts equal to the fair value of the leased property or, if lower, the present value of the minimum lease payments. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation.

The discount rate used in calculating the present value of the minimum lease payments is the interest rate implicit in the lease.

Finance leases are made up of mobile phone rentals with an average period of two years. The current lease contract for mobile phones commenced on 1st of April 2023.

Operating leases - lessor

Operating lease revenue is recognised as revenue on a straight-line basis over the lease term.

Initial direct costs incurred in negotiating and arranging operating leases are added to the carrying amount of the leased asset and recognised as an expense over the lease term on the same basis as the lease revenue.

The aggregate cost of incentives is recognised as a reduction of rental revenue over the lease term on a straight-line basis.

The aggregate benefit of incentives is recognised as a reduction of rental expense over the lease term on a straight-line basis.

Income for leases is disclosed under revenue in statement of financial performance.

Operating leases - lessee

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. The difference between the amounts recognised as an expense and the contractual payments are recognised as an operating lease asset or liability. The aggregate benefit of incentives is recognised as a reduction of rental expenses over the lease term on the straight line basis over the lease term. Any contingent rent is recognised separately as an expense when paid or payable and is not straight lined over the lease term. The GPL leases one office building in the Western Cape province. The Gauteng offices lease expired in June 2023 and was not renewed.

1.7 Inventories

Inventories are initially measured at cost except where inventories are acquired through a non-exchange transaction then their costs are their fair value as at the date of acquisition.

The cost of inventories is assigned using the weighted average cost formula. The same cost formula is used for all inventories having a similar nature and use to the GPL.

The GPL inventory consists of memorabilia that is available for sale and consumables that is used in the normal course of operations.

When inventories are sold, the carrying amounts of those inventories are recognised as an expense in the period in which the related revenue is recognised. If there is no related revenue, the expenses are recognised when the goods are distributed or related services are rendered. The amount of any write-down of inventories to net realisable value or current replacement cost and all losses of inventories are recognised as an expense in the period the write-down or loss occurs. The amount of any reversal of any write-down of inventories arising from an increase in net realisable value or current replacement cost are recognised as a reduction in the amount of inventories recognised as an expense in the period in which the reversal occurs.

1.8 Cash and cash equivalents

Cash comprises cash on hand and demand deposits.

Cash and cash equivalents comprise bank balances, cash on hand, deposits held with banks with original maturities of twelve months or less.

1.9 Employee benefits

Short-term employee benefits

Short-term employee benefits are employee benefits (other than termination benefits) that are due to be settled within twelve months after the end of the period in which the employees render the related service.

Short-term employee benefits include items such as:

- » wages, salaries and social security contributions;
- » short-term compensated absences (such as paid annual leave and paid sick leave) where the compensation for the absences is due to be settled within twelve months after the end of the reporting period in which the employees render the related employee service;

When an employee has rendered service to the GPL during a reporting period, the GPL recognises the undiscounted amount of short-term employee benefits expected to be paid in exchange for that service:

- » as a liability (accrued expense), after deducting any amount already paid. If the amount already paid exceeds the undiscounted amount of the benefits, the GPL recognises that excess as an asset (prepaid expense) to the extent that the prepayment will lead to, for example, a reduction in future payments or a cash refund; and
- » as an expense, unless another Standard requires or permits the inclusion of the benefits in the cost of an asset.

The GPL measures the expected cost of accumulating compensated absences as the additional amount that the GPL expects to pay as a result of the unused entitlement that has accumulated at the reporting date.

The GPL recognises the expected cost of leave, bonus incentive and performance related payments when the GPL has a present legal or constructive obligation to make such payments as a result of past events and a reliable estimate of the obligation can be made. A present obligation exists when the GPL has no realistic alternative but to make the payments.

Other long-term employee benefits

The GPL provides other long-term employee benefits to its employees in the form of long service bonus awards based on the number of completed years in the employ of GPL.

The amount recognised as a liability for other long-term employee benefits is the net total of the following amounts: The present value of the defined benefit obligation at the reporting date minus the fair value at the reporting date of plan assets (if any) out of which the obligations are to be settled directly. The GPL shall recognise the defined benefit obligation per annual actuarial valuation

1.10 Provisions and Contingencies

Provisions are recognised when:

- » the GPL has a present obligation as a result of a past event;
- » 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 can be made of the obligation.

The GPL does not have any provisions for the current financial year as previously recognised provisions are now classified under employee benefit obligations.

Contingent liabilities are not recognised but details thereof are disclosed in note 33.

1.11 Revenue from exchange transactions

The GPL generates revenue from the rental of city hall and parking bays and the sales of memorabilia.

The Legislature recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Legislature and when specific criteria have been met for each of the Legislature's activities as described below. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the sale have been resolved.

1.12 Revenue from non-exchange transactions

Revenue from a non-exchange transaction is measured at the amount of the increase in net assets recognised by the GPL.

Appropriated funds - Voted Funds and Parliamentary Business

- » Appropriated funds comprises of annual allocations as well as direct charges mainly for members' compensation.
- » Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective.

Goods or Service in kind

The GPL recognises services in-kind that are significant to its operations or service delivery objectives as assets and the related revenue when it is probable that the future economic benefits or service potential will flow to the GPL and the fair value of the assets can be measured reliably. Where services in-kind are not significant to the GPL's operations and/or service delivery objectives, the GPL discloses the nature and type of services in-kind received during the reporting period.

1.13 Translation of foreign currencies

Foreign currency transactions

A foreign currency transaction is recorded, on initial recognition in Rands, at the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Gain or loss is recognised in surplus or deficit

1.14 Comparative figures

When the presentation or classification of items in the Annual Financial Statements is amended, prior period comparative amounts are restated. The nature and reason for the restriction is disclosed where accounting errors have been identified in the current period. the correction is made retrospectively as far as practicable and the period comparable as far as practicable and the prior year comparatives are restated accordingly.

1.15 Unauthorised expenditure

Unauthorised expenditure means:

- » overspending of a vote or a main division within a vote; and
- » expenditure not in accordance with the purpose of a vote or, in the case of a main division, not in accordance with the purpose of the main division.

All expenditure relating to unauthorised expenditure is recognised as an expense in the statement of financial performance in the that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense and where recovered it is subsequently accounted for as revenue in the statement of financial performance.

1.16 Fruitless and wasteful expenditure

Fruitless expenditure means expenditure which was made in vain and would have been avoided had reasonable care been exercised. All expenditure relating to fruitless and wasteful expenditure is recognised as an expense in the statement of financial performance in the year that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense and where recovered it is subsequently accounted for as revenue in the statement of financial performance.

1.17 Irregular expenditure

Irregular expenditure that was incurred and identified during the current financial year and for which condonement is outstanding at year end must be recorded in the irregular expenditure register and disclosed in the Financial Statements. Where irregular expenditure was incurred in the previous financial year and is only condoned in the following financial year, the register and the disclosure note to the financial statements must be updated with the amount condoned.

1.18 Budget information

GPL is typically subject to budgetary limits in the form of appropriations or budget authorisations (or equivalent) which is given effect through authorising legislation appropriation or similar

The Annual Financial Statements and the budget are on different basis of accounting, therefore a comparison with the budgeted amounts for the reporting period have been included in the Statement of comparison of budget and actual amounts and a reconciliation between actual surplus and deficit and budget is disclosed in the note.

The Statement of comparative and actual information has been included in the Annual Financial Statements as the recommended disclosure when the Annual Financial Statements and the budget are on the same basis of accounting as determined by National Treasury.

1.19 Related parties

The GPL operates in an economic sector currently dominated by entities directly or indirectly owned by the South African Government. As a consequence of the constitutional independence of the three spheres of government in South Africa, only entities within the provincial sphere of government are considered to be related parties.

Management are those persons responsible for planning directing and controlling the activities of the GPL including those charged with the governance of the GPL in accordance with legislation in instances where they are required to perform such functions.

1.20 Events after reporting date

Events after reporting date are those events, both favourable and unfavourable, that occur between the reporting date and the date when the financial statements are authorised for issue.

Two types of events can be identified:

- » The GPL will adjust the amount recognised in the financial statements to reflect adjusting events after the reporting date once the event occurred.
- » The GPL will disclose the nature of the event and an estimate of its financial effect or a statement that such estimate cannot be made in respect of all material non-adjusting events, where non-disclosure could influence the economic decisions of users taken on the basis of the financial statements.



Notes to the Annual Financial Statements for the year ended 31 March 2024

2. New standards and interpretations

2.1 Standards and interpretations effective and adopted in the current year

- » During the financial year ended 31 March 2024 there were new standards that are applicable to the GPL.
GRAP 2020: Improvements to the standards of GRAP 2020 01 April 2023.
- » GRAP 1 (amended): Presentation of Financial Statements 01 April 2023.

2.2 Standards and interpretations not yet effective or relevant

During the financial year ended 31 March 2024 there were no new standards issued that are not yet effective.

| Figures in Rand | 2024 | 2023 |
|------------------------------|-------------------|------------------|
| 3. Prepayments | | |
| Insurance | 479 530 | 581 680 |
| Subscriptions and consulting | 3 132 530 | 2 677 059 |
| Software Licences | 7 392 862 | 6 513 077 |
| | 11 004 922 | 9 771 816 |

Prepayments relate to payments made during the year but relating to the following financial period. Amounts applicable to periods after financial year end are recognised as prepayments.

4. Inventories

| | | |
|-----------------------|------------------|----------------|
| Memorabilia for sale | - | 22 135 |
| Consumable store | 1 471 486 | 551 429 |
| Maintenance materials | - | 20 774 |
| | 1 471 486 | 594 338 |

Variance is due to higher Consumable inventory levels as a result of the return of employees back in the office.

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|---|-------------------|------------------|
| 5. Receivables from exchange transactions | | |
| Interest receivable ¹ | 10 270 786 | 8 283 312 |
| Staff debt | 259 565 | 49 329 |
| Trade debtors | 1 706 096 | 2 634 647 |
| Less: Impairment | (1 121 365) | (1 082 541) |
| | 11 115 082 | 9 884 747 |
| ¹ The increase in interest receivable is as a result of interest accrued on short-term investments which have not matured as at 31 March 2024. | | |
| No receivables from exchange transactions were used as collateral. | | |
| In estimating the future cash flows management estimates the cash flows that it expects to collect based on the facts and circumstances at the reporting date. | | |
| Management adopted the pattern of each receivable over the previous 12 months as the most appropriate methodology as it reflects the amount likely to be collected in future. | | |
| The ageing of amounts after impairment are as follows: | | |
| 0 to 30 days | 11 061 765 | 9 860 083 |
| 61 days and over | 53 317 | 24 664 |
| | 11 115 082 | 9 884 747 |
| Receivables from exchange transactions due which are not considered to be impaired at 31 March 2024 amounted to R 11 061 765 (2023: R 9 860 083) | | |
| Reconciliation of provision for impairment of receivables from exchange transactions | | |
| Opening balance | 1 082 541 | 1 277 599 |
| Provision for impairment | 38 824 | - |
| Amounts reversed | - | (195 058) |
| | 1 121 365 | 1 082 541 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|--|--------------------|--------------------|
| 6. Receivables from non-exchange transactions | | |
| Statutory receivables | 9 383 417 | 3 001 423 |
| Provision for bad debts | (137 712) | - |
| | 9 245 705 | 3 001 423 |
| Reconciliation of provision for impairment of receivables from non-exchange transactions | | |
| Provision doubtful debts | 137 712 | - |
| | - | - |
| Total receivables from non-exchange transactions | 9 245 705 | 3 001 423 |
| <p>The Statutory receivables consists of increases in Members' remuneration and gratuities paid to Members for loss of office. The increase in receivables is attributable to gratuities that were paid to Members as a result of loss of office. Treasury has an obligation to provide funds for the remuneration of Political Office Bearers</p> | | |
| 7. Cash and cash equivalents | | |
| <p>Cash and cash equivalents consist of positive bank account balances and short term cash investments as follows :</p> | | |
| Standard Bank Main | 551 873 344 | 486 437 162 |
| Standard Bank Revenue | 48 500 427 | 42 396 299 |
| Standard Bank Salaries | 247 965 | 35 030 |
| Standard Bank Political Party Fund | 3 875 124 | 3 476 239 |
| First National Bank - Investment Account | 112 424 659 | 103 228 822 |
| Standard bank - Investment Account | 108 400 000 | 100 000 000 |
| Standard bank - Claim investment Account | 7 691 006 | 7 082 331 |
| Standard bank - Petty cash | 164 076 | 152 230 |
| Bank Balances | 833 176 601 | 742 808 113 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

The exposure to credit risk is the carrying amount of each class of cash and cash equivalents. Cash and cash equivalents are placed with high credit quality rated financial institutions therefore the carrying values were not impaired

The Fitch ratings has affirmed the Long-Term Issuer Default Ratings assigned to both Standard Bank of South Africa Limited (SBSA) and First National Bank(FNB) at BB- Accordingly the risk associated with SBSA and FNB is considered negligible or within the acceptable tolerance threshold.

8. Heritage assets

| Figures in Rand | | 2024 | | | 2023 | | |
|---|---------------------|-------------------------------------|-------------------|---------------------|-------------------------------------|-------------------|--|
| | Cost / Valuation | Accumulated impairment losses | Carrying value | Cost / Valuation | Accumulated impairment losses | Carrying value | |
| Art Collections, antiquities and exhibits | 1 920 264 | - | 1 920 264 | 1 920 264 | - | 1 920 264 | |
| | | | | | Opening balance | Total | |
| Reconciliation of heritage assets 2024 | | | | | | | |
| | | | | | 1 920 264 | 1 920 264 | |
| Art Collections, antiquities and exhibits | | | | | 1 920 264 | 1 920 264 | |
| Reconciliation of heritage assets 2023 | | | | | | | |
| | | | | | 1 920 264 | 1 920 264 | |
| Art Collections, antiquities and exhibits | | | | | 1 920 264 | 1 920 264 | |

Notes to the Annual Financial Statements for the year ended 31 March 2024

9. Property, plant and equipment

| Figures in Rand | 2024 | | | 2023 | | |
|-------------------------------|---------------------|---|-------------------|---------------------|---|-------------------|
| | Cost / Valuation | Accumulated depreciation and accumulated impairment | Carrying value | Cost / Valuation | Accumulated depreciation and accumulated impairment | Carrying value |
| Land | 9 111 028 | - | 9 111 028 | 9 111 028 | - | 9 111 028 |
| Buildings | 60 941 570 | (18 830 249) | 42 111 321 | 60 941 570 | (17 297 992) | 43 643 578 |
| Leasehold assets ¹ | 8 142 320 | (4 076 728) | 4 065 592 | 18 779 242 | (18 779 242) | - |
| Plant and machinery | 20 014 980 | (13 092 672) | 6 922 308 | 20 587 212 | (12 599 245) | 7 987 967 |
| Furniture and fixtures | 10 485 247 | (5 624 383) | 4 860 864 | 13 779 975 | (7 663 289) | 6 116 686 |
| Motor vehicles | 11 746 563 | (3 905 580) | 7 840 983 | 8 324 378 | (2 732 303) | 5 592 075 |
| IT equipment | 41 519 565 | (25 313 628) | 16 205 937 | 33 935 481 | (19 404 926) | 14 530 555 |
| Library Books | 5 742 925 | (3 115 696) | 2 627 229 | 5 535 430 | (2 951 513) | 2 583 917 |
| Work-in-progress | - | - | - | 733 654 | - | 733 654 |
| Total | 167 704 198 | (73 958 936) | 93 745 262 | 171 727 970 | (81 428 510) | 90 299 460 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

Property, plant and equipment continued

Reconciliation of property, plant and equipment - 2024

| | Opening balance | Additions | Additions through transfer | Disposals | Depreciation | Impairment loss | Total |
|---------------------------------|-------------------|-------------------|----------------------------|--------------------|---------------------|------------------|-------------------|
| Land | 9 111 028 | - | - | - | - | - | 9 111 028 |
| Buildings | 43 643 578 | - | - | - | (1 532 257) | - | 42 111 321 |
| Leasehold assets ¹ | - | 8 142 320 | - | - | (4 076 728) | - | 4 065 592 |
| Plant and machinery | 7 987 967 | 1 308 238 | - | (28 883) | (2 345 015) | - | 6 922 308 |
| Furniture and fixtures | 6 116 686 | 998 609 | - | (1 547 489) | (706 942) | - | 4 860 864 |
| Motor vehicles | 5 592 075 | 3 781 107 | - | - | (1 173 277) | (358 921) | 7 840 983 |
| IT equipment | 14 530 555 | 7 647 017 | 733 654 | (201 164) | (6 499 284) | (4 841) | 16 205 937 |
| Library Books | 2 583 917 | 207 495 | - | - | (164 183) | - | 2 627 229 |
| IT equipment - Work-in-progress | 733 654 | - | (733 654) | - | - | - | - |
| | 90 299 460 | 22 084 786 | - | (1 777 536) | (16 497 686) | (363 762) | 93 745 262 |

Reconciliation of property, plant and equipment - 2023

| | Opening balance | Additions | Depreciation | Impairment loss | Total |
|---------------------------------|-------------------|------------------|---------------------|--------------------|-------------------|
| Land | 9 111 028 | - | - | - | 9 111 028 |
| Buildings | 45 171 732 | - | (1 528 154) | - | 43 643 578 |
| Leasehold assets ¹ | 5 129 962 | - | (4 014 075) | (1 115 887) | - |
| Plant and machinery | 7 059 813 | 2 984 351 | (2 056 197) | - | 7 987 967 |
| Furniture and fixtures | 6 617 403 | 161 992 | (662 709) | - | 6 116 686 |
| Motor vehicles | 6 400 620 | - | (808 545) | - | 5 592 075 |
| IT equipment | 16 312 145 | 3 175 631 | (4 957 205) | - | 14 530 555 |
| Library Books | 2 538 232 | 321 182 | (275 497) | - | 2 583 917 |
| IT equipment - Work-in-progress | - | 733 654 | - | - | 733 654 |
| | 98 340 935 | 7 376 810 | (14 302 382) | (1 115 887) | 90 299 460 |

¹There was no cash outflow for the addition of leasehold assets, however the additions for the other categories resulted in a cash outflow of 2024 - R13 942 463.

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|---|----------------|------------------|
| Assets subject to finance lease (Net carrying amount) | | |
| Leasehold property | 4 065 592 | - |
| Property, plant and equipment in the process of being constructed or developed | | |
| Cumulative expenditure recognised in the carrying value of property, plant and equipment | | |
| IT equipment | - | 733 654 |
| Expenditure incurred to repair and maintain property, plant and equipment included in Statement of Financial Performance | | |
| Buildings | 551 704 | 3 685 600 |
| Equipment | 98 616 | 160 119 |
| | 650 320 | 3 845 719 |

10. Intangible assets

| Figures in Rand | 2024 | | | 2023 | | |
|------------------------------------|-------------------|---|----------------|-------------------|---|----------------|
| | Cost / Valuation | Accumulated depreciation and accumulated impairment | Carrying value | Cost / Valuation | Accumulated depreciation and accumulated impairment | Carrying value |
| Computer software, other | 20 431 839 | (19 871 903) | 559 936 | 19 774 033 | (19 600 611) | 173 422 |
| Intangible assets Work-in-progress | - | - | - | 657 806 | - | 657 806 |
| Total | 20 431 839 | (19 871 903) | 559 936 | 20 431 839 | (19 600 611) | 831 228 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

Reconciliation of intangible assets - 2024

| | Opening balance | Additions | Impairment loss | Total |
|------------------------------------|-----------------|-----------|-----------------|---------|
| Computer software, other | 173 422 | 657 806 | (271 292) | 559 936 |
| Intangible assets work-in-progress | 657 806 | (657 806) | - | - |
| | 831 228 | - | (271 292) | 559 936 |

Reconciliation of intangible assets - 2023

| | | | | |
|--|---------|---------|-----------|---------|
| Computer software, other | 269 680 | 24 732 | (120 991) | 173 422 |
| Intangible assets in the process of being constructed or developed | - | 657 806 | - | 657 806 |
| | 269 680 | 682 538 | (120 991) | 831 228 |

Figures in Rand

| | 2024 | 2023 |
|--|------|---------|
| Intangible assets in the process of being constructed or developed Cumulative expenditure recognised in the carrying value of Intangible assets | | |
| Computer software, work-in-progress | - | 657 806 |

11. Payables from exchange transactions

| | | |
|------------------|------------|------------|
| Trade payables | 12 203 589 | 8 842 075 |
| Accrued expenses | 8 848 067 | 22 213 915 |
| GRIR | 2 579 732 | 2 897 613 |
| Outstanding EFT | 5 215 027 | 3 951 533 |
| | 28 846 415 | 37 905 136 |

Resolutions were reached on disputed invoices appearing in the opening balance.

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|---|--------------------|--------------------|
| 12. Other employee benefit obligations | | |
| Defined Benefit Obligation | (7 479 821) | (6 930 121) |
| Non-current liabilities | (6 314 821) | (5 972 291) |
| Current liabilities | (1 165 000) | (957 830) |
| | (7 479 821) | (6 930 121) |
| Reconciliation of the Employee Benefits | | |
| Opening Defined Benefit Obligation | 6 930 121 | 7 806 500 |
| Plus: Interest cost | 601 898 | 615 900 |
| Service cost | 641 745 | 769 600 |
| Actuarial (gain)/loss | 296 057 | (1 290 879) |
| Less: Benefits paid | (990 000) | (971 000) |
| | 7 479 821 | 6 930 121 |
| Net expense recognised in the statement of financial performance | | |
| Key assumptions used | | |
| Assumptions used at the reporting date: | | |
| Discount rates used | 10,90 % | 9,33 % |
| Expected increase in salaries | 6,14 % | 4,78 % |
| Other assumptions | | |
| Expected retirement age | 65 | 63 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|--|------------------|-----------|
| 13. Finance lease obligation | | |
| Minimum lease payments due | | |
| - within one year | 4 520 004 | - |
| | 4 520 004 | - |
| less: future finance charges | (241 263) | - |
| Present value of minimum lease payments | 4 278 741 | - |
| | | |
| Present value of minimum lease payments due | | |
| - within one year | 4 278 741 | - |
| | | |
| The GPL leases mobile phones under finance leases. The average lease term is 2 years and the average effective borrowing rate is in line with the contract. The current lease contract for mobile phones commenced on the 1st of April 2023. | | |
| 14. Operating lease liability | | |
| Current liabilities | (275 143) | (516 240) |
| | | |
| The operating lease liability is as a result of straight lining of rental payments over the lease term. The lease for the sage building expired on the 30 th of June 2023 and was not renewed. | | |
| The Cape Town office lease expires in April 2026. | | |

Notes to the Annual Financial Statements for the year ended 31 March 2024

15. Employee benefit obligation

Reconciliation of employee benefit obligation - 2024

| | Opening balance | Additions | Utilised during the year | Reversed during the year | Total |
|-----------------|-----------------|------------|--------------------------|--------------------------|------------|
| Bonus | 23 640 725 | 5 405 361 | (1 575 959) | (22 064 766) | 5 405 360 |
| Pay progression | 3 191 923 | 8 518 535 | (642 399) | (2 549 525) | 8 518 534 |
| Leave | 22 180 296 | 2 618 888 | (938 438) | - | 23 860 746 |
| Other | 3 001 423 | 95 136 | (3 096 559) | - | - |
| 13th Cheque | - | 47 644 069 | - | - | 47 644 069 |
| | 52 014 367 | 64 281 989 | (6 253 355) | (24 614 291) | 85 428 709 |

Reconciliation of employee benefit obligation - 2023

| | Opening balance | Additions | Utilised during the year | Reversed during the year | Total |
|-----------------|-----------------|------------|--------------------------|--------------------------|------------|
| Bonus | 3 884 087 | 23 640 725 | (2 411 391) | (1 472 696) | 23 640 725 |
| Pay progression | 7 163 322 | - | (3 491 216) | (480 183) | 3 191 923 |
| Leave | 22 478 913 | 1 674 401 | (1 973 018) | - | 22 180 296 |
| Other | 2 327 438 | 3 001 423 | (2 327 438) | - | 3 001 423 |
| | 35 853 760 | 28 316 549 | (10 203 063) | (1 952 879) | 52 014 367 |

The bonus and pay progression consist of amounts payable to employees based on results of the integrated performance management system and dependent on employees' attainment of certain performance goals.

Leave utilised is the amount of leave paid out to employees who resigned or whose employment contracts ended during the year.

Other obligation is in respect of the proposed salary increase for members of the Legislature.

13th Cheque for financial years 2022/2023 and 2023/2024 were reintroduced as a result of delays in the implementation of the Integrated performance management award system for employees in the bargaining unit. The non-payment of the 2022/2023 13th cheque was referred to the CCMA and both GPL Management and Organised Labour opted to resolve the matter outside of the CCMA process and reached an agreement to pay the 2022/2023 and 2023/2024 amounts to eligible employees in the bargaining unit.

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|--|-------------|-------------|
| 16. Financial liabilities | | |
| Staff payables¹ | | |
| Staff | 855 236 | 783 320 |
| Political staff | 13 500 | 19 500 |
| Members to the Legislature | 30 000 | 13 000 |
| | 898 736 | 815 820 |
| Claims and recoveries² | | |
| Insurance claim payable | 7 691 006 | 7 082 331 |
| Current liabilities | | |
| Fair value | 8 589 742 | 7 893 591 |
| | | |
| ¹ The amount relates to optional savings made by employees during the financial year as deductions from their salaries. The money is paid back to employees upon request but ordinarily paid out in December of each year. The amount of 2024 - R 898 736 (2023 - R 815,820) is therefore funds held in custody on behalf of employees of the GPL as at 31 March 2024 and payable immediately upon request. | | |
| ² This amount is as a result of an insurance claim received on behalf of a deceased Member which was not paid as at 31 March 2024. The funds have been deposited into an interest bearing account while the deceased estate disputes are being resolved. The increase relates to interest earned on the funds. | | |
| 17. Revenue from non-exchange transactions | | |
| Voted funds | 857 061 001 | 825 163 000 |
| Direct charges | 86 560 878 | 82 615 672 |
| Aid assistance | 240 000 | 30 000 |
| | 943 861 879 | 907 808 672 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|---|-------------------|-------------------|
| 18. Revenue from exchange transactions | | |
| Parking Income | 1 932 721 | 1 822 788 |
| Hall Bookings | 106 100 | 45 250 |
| Sundry Income | 53 793 | 561 576 |
| | 2 092 614 | 2 429 614 |
| Sundry income arises from various sources, including the recovery of fruitless and wasteful expenditure, the sale of memorabilia, and the collection of debts that were previously written off. | | |
| 19. Interest income | | |
| Interest income | | |
| Interest on bank balance | 38 819 619 | 28 975 878 |
| Investment Income | 18 707 672 | 8 491 027 |
| | 57 527 291 | 37 466 905 |
| GPL invested a portion of the retained income, per investment policy, in short-term investment accounts. | | |
| Short-term interest-bearing accounts offered the GPL competitive interest rates and provided a relatively low-risk investment option. Surplus funds assisted the GPL to optimise its financial resources in alignment with its revenue generating strategy. | | |

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|---|--------------------|--------------------|
| 20. Transfers and subsidies | | |
| Constituency allowances | 62 282 000 | 59 629 034 |
| Political Party Fund | 98 386 001 | 98 386 001 |
| | 160 668 001 | 158 015 035 |
| 21. Gains or losses on disposal of assets | | |
| Gain or (loss) on disposal of assets | (1 307 019) | 783 823 |
| Gains or losses on disposal of assets refer to the financial outcomes that arise when the GPL disposes of its obsolete assets. | | |
| 22. Foreign exchange gains and losses | | |
| License fees | 50 884 | (816 058) |
| Training and Development | - | (84 681) |
| Conferences | (57 503) | 66 743 |
| Subscriptions | (18 992) | (38 343) |
| | (25 611) | (872 339) |
| The gains and losses on foreign exchange transactions result from the differences between the initial recognition of the transaction (spot rate) and the actual payment date. | | |

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|---|--------------------|--------------------|
| 23. Employee related costs | | |
| Salary | 412 188 247 | 364 369 255 |
| Service cost Interest cost and actuarial loss | 1 539 700 | 94 621 |
| UIF | 1 015 060 | 1 019 771 |
| Leave pay | 938 438 | 1 673 376 |
| Car allowance | 20 072 719 | 18 433 593 |
| Home connectivity | - | 166 600 |
| | 435 754 164 | 385 757 216 |
| Members remuneration | | |
| Annual Remuneration | 62 608 787 | 63 409 629 |
| Car Allowance | 9 147 035 | 9 656 275 |
| Political allowance | 7 392 646 | 7 414 551 |
| Home Connectivity allowance | 518 409 | 518 915 |
| Members Gratuity | 6 894 003 | 1 547 090 |
| | 86 560 880 | 82 546 460 |

Members gratuity is significantly higher than the prior year due to increased exits of Members from the Legislature.

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|--|-------------------|-------------------|
| 24. Depreciation, amortisation and Impairment | | |
| Property, plant and equipment | 16 861 448 | 15 418 270 |
| Intangible assets | 271 292 | 120 991 |
| | 17 132 740 | 15 539 261 |
| 25. Finance costs | | |
| Finance leases | 656 424 | 189 235 |
| <p>This represents the finance charges element of finance lease payments associated with the finance lease of mobile phones. The current contract expires on the 31st of March 2025.</p> | | |
| 26. Auditors' remuneration | | |
| Regulatory audit | 3 852 454 | 4 105 002 |
| Other audits | 2 885 320 | 2 722 000 |
| | 6 737 774 | 6 827 002 |
| 27. Auditors' remuneration - internal audits | | |
| Internal audits | 1 343 948 | 1 203 218 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|---|--------------------|--------------------|
| 28. Operating expenditure | | |
| Consulting and professional fees ¹ | 16 086 939 | 15 210 066 |
| License fees ² | 15 629 851 | 13 822 349 |
| Opening of the Legislature ³ | 3 409 958 | 2 711 321 |
| Operating expenditure ⁴ | 34 493 247 | 26 568 841 |
| Transfer of withheld political party funds ⁵ | - | 6 448 203 |
| Travel & Accommodation ⁶ | 62 604 386 | 54 973 119 |
| Workshop, functions and public hearings ⁷ | 22 865 364 | 22 944 946 |
| COVID-19 PPE ⁸ | - | 1 943 649 |
| Placement fees ⁹ | 70 926 | 300 227 |
| Hansard outsourcing ¹⁰ | 7 929 856 | 5 635 820 |
| Rent ¹¹ | 6 303 154 | 16 503 147 |
| Municipal services ¹² | 8 586 538 | 5 922 562 |
| Depreciation amortisation and impairments ¹³ | 17 132 740 | 15 539 261 |
| Telephone and Data Service ¹⁴ | 8 317 235 | 11 619 205 |
| Advertising | 9 752 894 | 7 120 025 |
| Auditors remuneration | 3 852 454 | 4 105 002 |
| Auditors remuneration -Other audit | 2 885 320 | 2 722 000 |
| Employee costs | 522 315 044 | 468 303 676 |
| Insurance | 2 051 468 | 2 247 225 |
| Internal audit fees | 1 343 948 | 1 203 218 |
| Political party funding and constituency allowances | 160 668 000 | 158 015 035 |
| Repairs & maintenance | 3 643 554 | 3 938 813 |
| Staff bursaries | 3 271 292 | 2 464 871 |
| Security services | 14 789 809 | 15 966 290 |
| | 928 003 977 | 866 228 871 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

Operating expenditure continued

Details on movements

1. **Consulting and professional fees** - Increase is largely due to the work done on the Organisational Development Value Creation project. To ensure comprehensive consultation and acceptance of the project, the LSB has decided to pause the project and defer it to the next Legislature for further evaluation. The initial implementation approach led to instability within the institution, prompting interventions by governance structures.
2. **License fees** - increase in online Security systems to support remote working.
3. **Opening of the Legislature** - increase in the scope and activities of the event.
4. **Operating expenditure** - increase is as a general of result of extended legislative work and public engagement activities due to the termination of the national state of disaster
5. **Transfer of withheld political party funds** - This represents a reversal of debt raised against political party funding not utilised according to MoU. Evidence of utilisation of funds in accordance with MoU was subsequently provided and the withheld funds were transferred and the debt was reversed.
6. **Travel & Accommodation** - Increase is as a result of the introduction of additional committees due to the reconfiguration of Provincial departments
7. **Workshop, functions and public hearings** - decrease is as a result of implementation of additional cost containment measures.
8. **COVID-19 PPE** - Decrease is attributable to the ending of the state of natural disaster
9. **Placement fees** - decrease is as a result of the moratorium placed on the filling of vacant positions due to current organisation restructuring processes whilst the previous included the recruitment fees for the placement of senior positions
10. **Hansard outsourcing** - The increase is attributable to increased public participation as a result of more bills referred to the Legislature
11. **Rent** - The lease contract for the Gauteng offices expired in June 2023 and was not renewed.
12. **Municipal services** - Increased due to the change in the GPL building valuation
13. **Depreciation amortisation and impairments** – The increase in depreciation is as a result from both the finance lease and asset acquisitions.
14. **Telephone and Data service** - The decrease is as a result of the expired landline contract.

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|--|--------------------|--------------------|
| 29. Cash generated from operations | | |
| Surplus | 73 488 753 | 81 198 569 |
| Adjustments for: | | |
| Depreciation and amortisation | 17 132 740 | 15 539 261 |
| Gain (loss) on sale of assets and liabilities | 1 307 019 | (783 823) |
| Foreign exchange differences | 25 611 | 872 339 |
| Finance costs - Finance leases | 656 424 | 189 235 |
| Movements in operating lease | (241 097) | (643 289) |
| Movements in other employee benefit obligation | 549 700 | (876 379) |
| Movements in employee benefit obligation | 33 414 342 | 16 461 786 |
| Changes in working capital: | | |
| Inventories | (877 148) | 123 971 |
| Receivables from exchange transactions | (1 230 335) | (6 731 740) |
| Financial liabilities | 696 151 | - |
| Other receivables from non-exchange transactions | (6 244 282) | 7 686 436 |
| Prepayments | (1 233 106) | (4 052 122) |
| Payables from exchange transactions | (9 058 710) | 9 436 604 |
| | 108 386 062 | 118 420 848 |

30. Service in-kind

During the financial year the SAPS variably deployed personnel at the GPL to implement its own responsibility in terms of the National Key Point Act. These services in-kind are not significant to the operations of the Legislature and cannot be reliably measured hence not recognised. The GPL has outsourced security services to meet the requirements of the GPL and its operations.

Notes to the Annual Financial Statements for the year ended 31 March 2024

31. Financial instruments disclosure

| 2024 Categories of financial instruments | | |
|--|--------------------|--------------------|
| | At fair value | Total |
| Financial assets | | |
| Trade and other receivables from exchange transactions | 11 115 082 | 11 115 082 |
| Cash and cash equivalents | 833 176 601 | 833 176 601 |
| | 844 291 683 | 844 291 683 |
| Financial liabilities | | |
| Trade and other payables from exchange transactions | 28 846 415 | 28 846 415 |
| Financial liabilities | 8 589 742 | 8 589 742 |
| | 37 436 157 | 37 436 157 |
| 2023 Categories of financial instruments | | |
| | At fair value | Total |
| Financial assets | | |
| Trade and other receivables from exchange transactions | 9 884 747 | 9 884 747 |
| Cash and cash equivalents | 742 808 113 | 742 808 113 |
| | 752 692 860 | 752 692 860 |
| Financial liabilities | | |
| Trade and other payables from exchange transactions | 37 905 136 | 37 905 136 |
| Financial liabilities | 7 893 591 | 7 893 591 |
| | 45 798 727 | 45 798 727 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|--|----------------------|------------------|
| 32. Commitments | | |
| | At fair value | Total |
| Authorised operational expenditure | | |
| Already contracted for but not provided for | | |
| Approved and contracted for | 87 500 974 | 143 667 989 |
| The notable variance is largely attributable to the reduced contracts entered into during the year and the non-renewal of the Sage Building operating lease. | | |
| Operating leases - as lessee (expense) | | |
| Minimum lease payments due | | |
| - within one year | 1 267 000 | 4 262 415 |
| - between 2 and 5 years | 1 368 360 | 2 635 361 |
| | 2 635 360 | 6 897 776 |

The operating lease payments represent rentals payable by the GPL for office space rented in Cape Town.

33. Contingent liabilities

Mr Gcwabaza versus GPL at the CCMA

Employee challenging a dismissal by the GPL for allegations poor performance and dishonesty. Review, Answering and Replying Affidavits was served and filed. Waiting for allocation of date by the Court and filing of Heads of Arguments.

Expected monetary value of the case - R 773 128 and reinstatement

Mr T Munyai versus GPL at the Labour Court

Application for the payment of leave days emanating from the settlement agreement. Parties have served and filed documents, Applicant to apply for a date of hearing.

Expected monetary value of the case - R 207 990

Notes to the Annual Financial Statements for the year ended 31 March 2024

34. Related parties

2024 Remuneration of Executive Directors

| Name | Package | Performance Bonus and Leave Encashment | Total |
|---|-------------------|--|-------------------|
| Secretary to the Legislature | 2 869 637 | 426 202 | 3 295 839 |
| Chief Financial Officer | 2 589 573 | 172 888 | 2 762 461 |
| Executive Director: Corporate support | 2 265 231 | 201 645 | 2 466 876 |
| Executive Director: Leadership and Governance | 2 151 216 | - | 2 151 216 |
| Executive Director: Core business | 2 291 808 | 102 005 | 2 393 813 |
| | 12 167 465 | 902 740 | 13 070 205 |

2023 Remuneration of Executive Directors

| Name | Package | Performance Bonus and Leave Encashment | Other benefits | Total |
|---|-------------------|--|----------------|-------------------|
| Secretary to the Legislature | 2 697 670 | - | 3 500 | 2 701 170 |
| Chief Financial Officer | 2 411 744 | 227 111 | 3 500 | 2 642 354 |
| Executive Director: Corporate support | 2 109 675 | 165 050 | 3 500 | 2 278 225 |
| Executive Director: Core Business | 2 134 427 | - | 3 500 | 2 137 927 |
| Executive Director: Leadership and Governance | 2 003 489 | - | 3 500 | 2 006 989 |
| | 11 357 005 | 392 161 | 17 500 | 11 766 665 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

2024 Remuneration of Directors

| Name | Package | Bonuses and performance related payments | Total |
|---|-------------------|--|-------------------|
| Director: Information Technology | 2 087 806 | 92 926 | 2 180 732 |
| Director: Oversight and Strategy | 1 881 942 | 125 644 | 2 007 586 |
| Director : Supply Chain Management | 1 588 275 | - | 1 588 275 |
| Director: Finance | 1 588 275 | - | 1 588 275 |
| Director: Parliamentary Business | 1 672 454 | 148 878 | 1 821 332 |
| Director: OSS | 1 588 275 | - | 1 588 275 |
| Director: Administration | 1 588 275 | 106 038 | 1 694 313 |
| Director: Inter-Legislative Relations | 1 732 832 | 115 689 | 1 848 521 |
| Director: Institutional Support | 1 379 016 | - | 1 379 016 |
| Director : Institutional Knowledge Management | 1 588 275 | - | 1 588 275 |
| Director: Audit, Risk and Governance | 1 588 275 | 106 038 | 1 694 313 |
| | 18 283 700 | 695 213 | 18 978 913 |

2023 Remuneration of Directors

| Name | Package | Bonuses and performance related payments | Other benefits received | Total |
|---|-------------------|--|-------------------------|-------------------|
| Director: Information Technology | 1 944 434 | 137 328 | 3 500 | 2 085 262 |
| Director: Oversight and Strategy | 1 752 707 | 123 787 | 3 500 | 1 879 994 |
| Director : Supply Chain Management | 1 479 206 | - | 3 500 | 1 482 706 |
| Director: Finance | 1 397 868 | - | 3 500 | 1 401 368 |
| Director: Parliamentary Business | 1 557 605 | 146 677 | 3 500 | 1 707 782 |
| Director: OSS | 1 108 099 | - | 1 400 | 1 109 499 |
| Director: Administration | 1 479 206 | 98 330 | 3 500 | 1 581 036 |
| Director: Inter-Legislative Relations | 1 613 837 | 75 986 | 3 500 | 1 693 323 |
| Director: Communications and PPP | 1 119 911 | - | 3 500 | 1 123 411 |
| Director: Institutional Support | 1 479 206 | - | 3 500 | 1 482 706 |
| Director : Institutional Knowledge Management | 1 108 099 | - | 1 400 | 1 109 499 |
| Director: Audit, Risk and Governance | 1 479 207 | 104 471 | 3 500 | 1 587 178 |
| Director: Members Affairs | 1 479 206 | - | 3 500 | 1 482 706 |
| | 18 998 591 | 686 579 | 41 300 | 19 726 470 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

Related parties continued

2024 Remuneration of Senior Managers

| Name | Package | Bonuses and performance related payments | Total |
|--|------------------|--|------------------|
| Office Manager: Corporate support | 1 382 300 | - | 1 382 300 |
| Senior Manager: Planning Monitoring and Evaluation | 1 494 913 | 99 805 | 1 594 718 |
| Office Manager: Core Business | 1 455 563 | 129 570 | 1 585 133 |
| Board secretariat LSB | 1 382 300 | - | 1 382 300 |
| Senior Manager: HR Business Partner | 1 382 300 | - | 1 382 300 |
| | 7 097 376 | 229 375 | 7 326 751 |

2023 Remuneration of Senior Managers

| Name | Package | Bonuses and performance related payments | Other benefits received | Total |
|--|------------------|--|-------------------------|------------------|
| Office Manager: Corporate support | 1 287 376 | - | 3 500 | 1 290 876 |
| Senior Manager: Planning Monitoring and Evaluation | 1 392 255 | 131 107 | 3 500 | 1 526 862 |
| Office Manager: Core Business | 1 355 607 | 127 656 | 3 500 | 1 486 763 |
| Board secretariat LSB | 1 287 376 | - | 3 500 | 1 290 876 |
| Senior Manager: HR Business Partner | 1 287 376 | - | 3 500 | 1 290 876 |
| | 6 609 990 | 258 763 | 17 500 | 6 886 253 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

35. Change in estimate

The remaining useful lives of non-current assets were assessed in the current financial year and were increased by two years. The effect of this revision has decreased the depreciation charges for the current and future periods by R 480 074.

| 2024 | | | | |
|------------------------------|------|--------------------------------|-------------------------------|--------------------|
| Name | Note | Depreciation before assessment | Depreciation after assessment | Change in estimate |
| IT equipment | | 3 053 176 | 2 574 851 | (478 325) |
| Transport Assets | | 745 971 | 744 351 | (1 620) |
| Furniture & Office Equipment | | 171 394 | 171 830 | 437 |
| Machinery & Equipment | | 221 817 | 221 250 | (567) |
| | | 4 192 358 | 3 712 282 | (480 074) |

36. Risk management

Financial risk management

The GPL is exposed to the following risks from its use of financial instruments:

- Liquidity risk; and
- Credit risk;
- Interest rate

Liquidity risk

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

| At 31 March 2024 | | | |
|--------------------------|------------------|-----------------------|---|
| | Less than 1 year | Between 1 and 2 years | |
| Trade and other payables | 28 846 415 | - | - |

| At 31 March 2023 | | | |
|--------------------------|------------------|-----------------------|---|
| | Less than 1 year | Between 1 and 2 years | |
| Trade and other payables | 37 905 136 | - | - |

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|---|-------------|-------------|
| Risk management <small>continued</small> | | |
| Credit risk | | |
| Credit risk consists mainly of cash equivalents and trade debtors. The GPL only deposits cash with major banks with high quality credit standing and limits exposure to any one counter-party. | | |
| The Global ratings has affirmed international scale rating assigned to Standard Bank of South Africa Limited and First National Bank (FNB) of BB- with the outlook accorded as Stable. Accordingly the risk associated with SBSA is considered negligible or within the acceptable tolerance threshold. | | |
| Management evaluates credit risk relating to receivables on an ongoing basis. Financial assets exposed to credit risk are as follows: | | |
| Financial assets exposed to credit risk at year end were as follows: | | |
| Receivables from exchange transactions | 11 115 082 | 9 884 747 |
| Cash and cash equivalents | 833 176 601 | 742 808 113 |

Interest rate risk

Fluctuations in Interest rates impact on the value of investments and financing activities

| Figures in Rand | 2024 | | 2023 | |
|----------------------|--|--------------------------|--|--------------------------|
| Financial instrument | Receivables from exchange transactions | Cash and cash equivalent | Receivables from exchange transactions | Cash and cash equivalent |
| 1% effect | 111 151 | 8 331 766 | 98 847 | 7 428 081 |
| -1% effect | (111 151) | (8 331 766) | (98 847) | (7 428 081) |

37. Events after the reporting date

Subsequent to the end of the financial year, the Legislature agreed to part ways with the Secretary to the Legislature (Accounting Officer) resulting in the unanimous termination of his employment contract, on terms and conditions which the LSB resolved on. Processes are currently underway to fill the position of the Accounting Officer with acting arrangements in place during the interim period.

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|--|----------------|-----------|
| 38. Irregular expenditure | | |
| Add: Irregular expenditure - current | 36 225 | - |
| Add: Irregular expenditure - prior period identified in the current period | - | 77 580 |
| Less: Amount condoned - current | - | (77 580) |
| Closing balance | 36 225 | - |
| 39. Fruitless and wasteful expenditure | | |
| Opening balance as previously reported | - | 152 808 |
| Add: Fruitless and wasteful expenditure identified - current | 3 460 470 | 14 440 |
| Add: Fruitless and wasteful expenditure identified - prior period | 316 326 | - |
| Less: Amount condoned - current | (2 781 264) | (167 248) |
| Closing balance | 995 532 | - |

The Audit, Risk and Governance Directorate conducted a detailed analysis of the expenditure in line with the unauthorised, irregular, fruitless and wasteful expenditure guidelines. Details of the identified fruitless and wasteful expenditure are as follows. During the financial year, the GPL incurred expenses associated with international travel.

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|--|-------------------|-------------------|
| 40. Reconciliation between budget and statement of financial performance | | |
| Reconciliation of budget surplus/deficit with the surplus/deficit in the statement of financial performance: | | |
| Net surplus per the statement of financial performance | 73 488 753 | 81 198 569 |
| Adjusted for: | | |
| Capitalisation of Assets | (22 084 783) | (8 059 348) |
| Depreciation and Amortisation recognised | 17 132 740 | 15 539 261 |
| Impairment and Disposal of Assets | 1 777 534 | (783 824) |
| Employee Benefit Obligations | 37 732 548 | 26 008 172 |
| Movement on Leases | 4 104 667 | (5 726 951) |
| Inventory | (877 147) | 123 971 |
| Prepayments | (1 233 106) | (4 052 121) |
| Movement in Financial Liabilities | 695 961 | (1 678 532) |
| Revenue from exchange | (2 092 614) | (2 429 614) |
| Interest Income | (57 527 291) | (37 466 905) |
| Receivables | 8 738 | 6 302 322 |
| Net surplus per approved budget | 51 126 000 | 68 975 000 |

41. Actual operating expenditure versus budgeted operating expenditure

2023/24 Expenditure stands at R806 million or 94% of the allocated budget and the details are as follows:

- Compensation of employees spending at 94.8% of personnel budget;
- Goods and services spent 89.8% of allocated budget;
- Transfers made to political parties equate to 100% of transfers budget; and
- Capital assets spending at 83.9% of capital budget.

Notes to the Annual Financial Statements for the year ended 31 March 2024

| Figures in Rand | 2024 | 2023 |
|--|-------------|-------------|
| 42. Other disclosures | | |
| Revenue from non-exchange transactions | | |
| Voted funds | 857 061 001 | 825 163 000 |
| Direct charges - Parliamentary Business | 86 560 878 | 82 615 672 |
| Amount paid to Political parties | | |
| Political Party funding and constituency allowances | 160 668 000 | 158 015 035 |
| Amount included in Receivables balance | | |
| Provincial Treasury | 9 245 706 | 3 001 423 |
| ANC (Walter Sisulu - Parking) | 4 092 | - |
| Political Parties | 510 150 | 676 236 |
| Social Development | 171 743 | 150 797 |
| Department of Education | 45 270 | 45 270 |
| Department of Transport | 45 270 | 45 270 |
| COGTA | 47 171 | 47 171 |
| Amount included in Trade and Other Payables balance | | |
| G-Fleet | - | 267 629 |
| Gauteng E-Gov | - | 3 518 273 |
| Amount included in Revenue | | |
| Political Parties | 446 449 | 471 630 |
| Social Development | 1 486 271 | 1 351 155 |
| Office of the Premier | - | 180 833 |

Notes to the Annual Financial Statements for the year ended 31 March 2024

Other disclosures continued

2024 Remuneration of Executive Authority

| | Package | Other benefits received | Total |
|----------------|------------------|-------------------------|------------------|
| Speaker | 2 098 243 | 129 100 | 2 227 343 |
| Deputy Speaker | 1 697 935 | 129 100 | 1 827 035 |
| | 3 796 178 | 258 200 | 4 054 378 |

2023 Remuneration of Executive Authority

| | | | |
|----------------|------------------|----------------|------------------|
| Speaker | 1 981 012 | 128 400 | 2 109 412 |
| Deputy Speaker | 1 704 895 | 128 400 | 1 833 295 |
| | 3 685 907 | 256 800 | 3 942 707 |



Detailed Income statement for the year ended 31 March 2024

| Figures in Rand Note(s) | | 2024 | 2023 |
|---|----|----------------------|----------------------|
| Revenue | | | |
| Revenue from exchange transactions | | | |
| Rental income | | 1 932 721 | 1 822 788 |
| Hall Bookings | | 106 100 | 45 250 |
| Sundry income | | 53 793 | 561 576 |
| Interest income | 19 | 57 527 291 | 37 466 905 |
| Gains or losses on disposal of assets | | (1 307 019) | 783 823 |
| Total revenue from exchange transactions | | 58 312 886 | 40 680 342 |
| Revenue from non-exchange transactions | | | |
| Transfer revenue | | | |
| Voted funds | | 857 061 001 | 825 163 000 |
| Direct charge | | 86 560 878 | 82 615 672 |
| Public contributions and donations | | 240 000 | 30 000 |
| Total revenue from non-exchange transactions | | 943 861 879 | 907 808 672 |
| Total revenue | | 1 002 174 765 | 948 489 014 |
| Expenditure | | | |
| Employee related costs | 23 | (522 315 044) | (468 303 676) |
| Subscriptions | | (5 729 857) | (3 768 726) |
| Depreciation and amortisation | 24 | (17 132 740) | (15 539 261) |
| Rent | | (6 303 154) | (16 503 147) |
| Transfer of withheld political party funds | | - | (6 448 203) |
| Transfers and Subsidies | 20 | (160 668 001) | (158 015 035) |
| General Expenses | | (215 855 181) | (197 650 823) |
| Total expenditure | | (928 003 977) | (866 228 871) |
| Foreign exchange gains and losses | | (25 611) | 872 339 |
| Finance cost | | (656 424) | 189 235 |
| Surplus for the year | | 73 488 753 | 81 198 569 |



GAUTENG
LEGISLATURE

Your View — Our Vision

Gauteng Provincial Legislature

Private Bag X52
Johannesburg
2000, South Africa

Contacts:

Tel: +27 (11) 498 5555
Fax: +27 (11) 498 5999
www.gpl.gov.za