

Supporting and Sustaining a resilient and evolving National Qualifications Framework ecosystem



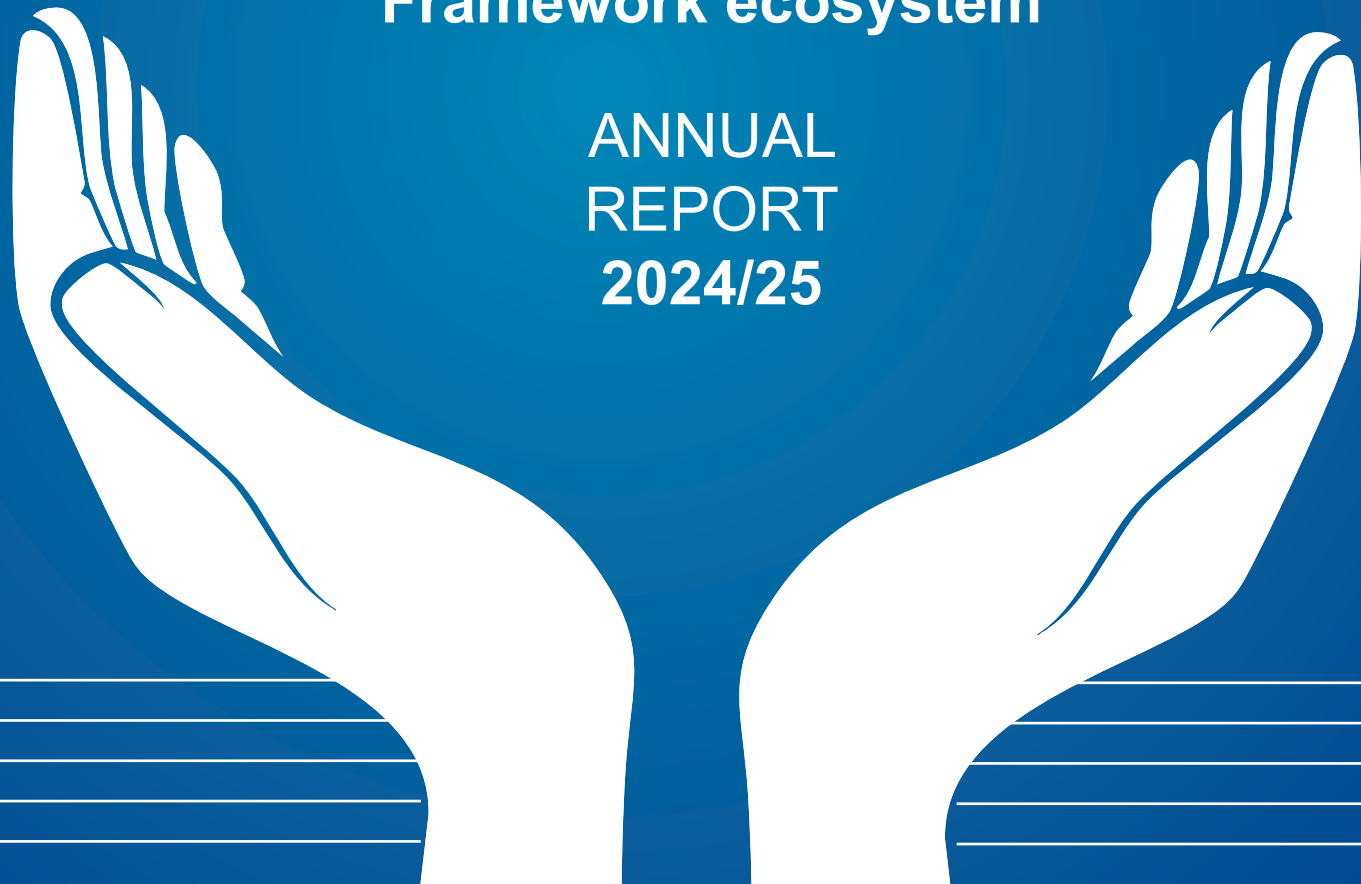
**ANNUAL
REPORT**
20²⁴₂₅





**Supporting and Sustaining a resilient
and evolving National Qualifications
Framework ecosystem**

**ANNUAL
REPORT
2024/25**



PART A:

GENERAL INFORMATION



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1 SAQA'S GENERAL INFORMATION

REGISTERED NAME: South African Qualifications Authority (SAQA)
PHYSICAL ADDRESS: 189 Lunnon Road, Hillcrest, Pretoria, 0083
POSTAL ADDRESS: PostNet Suite 248, Private Bag X06, Waterkloof, Pretoria, 0145
TELEPHONE NUMBER: +27 12 431 5000,
EMAIL ADDRESS: saqainfo@saqa.org.za
WEBSITE ADDRESS: www.saqa.org.za

EXTERNAL AUDITORS: Auditor-General, South Africa
BANKERS: Standard Bank, Pretoria

2 LIST OF ABBREVIATIONS/ACRONYMS

AG	Auditor-General
APP	Annual Performance Plan
ASB	Accounting Standards Board
CFO	Chief Financial Officer
CHE	Council on Higher Education
COVID-19	Coronavirus Disease 2019
CCMA	Commission for Conciliation, Mediation and Arbitration
CPD	Cash for Public Deposits
DHET	Department of Higher Education and Training
DPSA	Department of Public Service and Administration
DUT	Durban University of Technology
EE	Employment Equity
ENE	Estimation of National Expenditure
eScCoE	Electronic SAQA Certificate of Evaluation
ETDP SETA	Education, Training and Development Practices SETA
GENFQSF	General and Further Education and Training Sub-Framework

GPS	Governance, People and Strategy
GRAP	Generally Recognised Accounting Practices
HERE	Higher Education Reform Experts
HEQSF	Higher Education Qualifications Sub-Framework
ICT	Information and Communications Technology
I&IT	Information and Information Technology
IGRAP	Interpretation of the Standards of Generally Recognised Accounting Practice
M&E	Monitoring and Evaluation
MTEF	Medium Term Expenditure Framework

| FOREWORD BY CHAIRPERSON



Dr James Kevvy - Interim Chairperson

I have had the privilege of working with the SAQA Board and management team during this period. Our focus has been on the simplification of the NQF “to work for the people of South Africa”, and also the repositioning of SAQA as a support agency that “that listens, that learns, and that leads with heart and evidence”.

Progress was made during 2024-25 on several fronts:

At a strategic level, the NQF Review process was completed under the able chairpersonship of Prof. Ahmed Bawa. At the same time, we investigated a range of matters relating to SAQA's role in recognising professional bodies and registering professional designations which was chaired by Prof. Thandi Lewin. We thank the various members of these two task teams for their invaluable contributions. The two reports have been handed over to SAQA and processes have been initiated to involve the broader NQF ecosystem in different forms of consultations. Look out for more communication from SAQA and how to get involved. We hope to have these processes concluded by the end of March 2026.

Another area of progress was the strengthened recognition of South African qualifications through collaborative work with a wide range of international partners. During the period under review SAQA played, and continues to play, a leading role in the development of the African Continental Qualifications Framework (ACQF). Regionally, SAQA contributed to a set of Southern African Development Community (SADC) regional guidelines on microcredentials which will be consulted on in 2025.

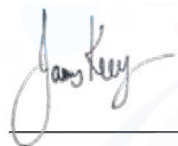
SAQA's expanded advocacy and outreach campaigns, particularly focusing on rural and marginalised communities, have been prioritised, reaching many thousands of people in their places of work, travel and study.

Early signs are there that this campaign could also become a flagship programme for the Department of Higher Education and Training (DHET). Commitment to enhancing public awareness of the NQF through campaigns, partnerships, and digital innovation will be further prioritised.

SAQA maintained robust governance standards with full compliance to statutory and regulatory requirements during the period under review. The 2024/25 audit was completed and SAQA achieved another clean audit outcome, reflecting sound financial management and accountability.

I want to express my gratitude to the SAQA Board that has embodied the approach of “eyes on, hands off”. This approach is important to allow the management team to get on with their work, while the Board keeps a focus on good governance and strategic direction. Thank you also to the DHET and the three Quality Councils for constructive collaboration on all things related to the NQF. Huge recognition needs to go to the CEO of SAQA, Nadia Starr, the CFO, Innocent Gumbochuma, the COO, Makhapa Makhafola, and their teams. I think it would be fair to say that this team is dynamic, synchronized and effective in everything that they put their hands to.

As the term of the current SAQA Board ends in December 2025, we thank members for the deviation and support, while we also look forward to the new SAQA Board starting its work in 2026.



Dr James Kevvy

Interim Chairperson



| CHIEF EXECUTIVE OFFICER'S OVERVIEW



Ms Nadia Starr - Chief Executive Officer

“

The visual of the cupped hands that accompanies this year's theme speaks to SAQA's role as an enabling and supportive entity, one that does not impose, but rather lifts to the light and empowers the entire education and training ecosystem. As SAQA marks three decades of advancing the NQF, we commit to serve as a foundation and enabler, making space for resilience, fostering innovation, and supporting partnerships

”

The 2024/2025 financial year marked a decisive step forward for the South African Qualifications Authority (SAQA) in our advancement of a world-class National Qualifications Framework (NQF) that truly serves the people in South Africa. The period also signaled the more tangible impacts of my own leadership of this organisation.

Amid economic constraints, changing skills demands, and heightened expectations for digital innovation, SAQA maintained the integrity, coherence and transparency of the qualifications system while exploring cutting edge technologies to create efficiency and innovation in our services and functions.

Simultaneously, we found ourselves on a deeply introspective journey. Examining strategy, structure and culture and addressing each decisively and authentically. With my Executive team I have led a culture of empowerment, curiosity and innovation and our teams have responded with true commitment and engagement.

We were also given the opportunity to reflect on the timeous and generous guidance from the independent NQF review panel (more on this in the next financial year), whose recommendation can be distilled to one key point: the strategic repositioning of the NQF. Although an ambitious and ambiguous target which requires unpacking, we have interpreted it in this first phase of our critical reflection as moving from a prescriptive to an enabling entity. This gives rise to the emerging idea of SAQA as the nurturer of an ecosystem that is allowed to operate according to its own underlying logics while holding true to the core principles and objectives of the NQF.

Readers will therefore notice the 'cupped hand' theme of this report, symbolic of our intention to Support and Sustain a resilient and evolving National Qualifications Framework ecosystem.

In the year under review, we achieved an overall organisational performance of 86%, reflecting our commitment to excellence. This achievement is underpinned by contributions from every unit within the organisation and reflects our ongoing aspirations to do more and have greater impact.

Among the year's more tangible highlights was the agile implementation of the new Foreign Qualifications Evaluation Module, launched in February 2025. This end-to-end digital solution marked a significant milestone in our automation journey, reinforcing SAQA's resolve to modernise service delivery and support mobility through secure and efficient systems.

Our role in enhancing trust in qualifications deepened with the continued development of the Registers of Misrepresented and Fraudulent Qualifications, underpinned by the NQF Amendment Act. These registers are now more robust and frequently updated, helping to safeguard public confidence and ensure that qualifications remain credible and authentic.

We proudly recorded over 24.5 million learner achievements on the NQF Management Information System, testimony to our collaborative efforts with Quality Councils and professional bodies. This achievement reinforces our ability to analyze and present learner data as a national asset for policy, planning, and personal progression.

Internationally, SAQA remained an influential actor in advancing qualification recognition across borders. Our leadership in the pilot referencing of the South African NQF to the African Continental Qualifications Framework (ACQF) stands as a pivotal contribution to regional integration and skills mobility. We also advanced implementation of the Addis Convention, strengthening our foreign qualifications evaluation system in

alignment with global conventions.

Internally, we continued building a resilient and capable team. Our staff development targets were exceeded again, ensuring that every employee remains empowered to serve with professionalism and purpose. The revised organisational structure is now more agile and better aligned with our strategic imperatives.

While celebrating these achievements, we remain acutely aware of the challenges ahead, particularly with funding pressures and the need for ongoing digital transformation. Nevertheless, SAQA is prepared to meet these head-on with creativity, collaboration, and a deep sense of responsibility.

I extend my sincere gratitude to our Board, staff, stakeholders, and partners. Your trust and commitment have carried us through another successful year. As we look to the future, we re-commit strengthening the NQF as a vehicle for social justice, economic participation, and lifelong learning.

Together, we are shaping a qualifications framework and ecosystem that empowers people, communities, our country and our region.



Ms Nadia Starr

Chief Executive Officer



5 STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR THE ANNUAL REPORT

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

- All information and amounts disclosed in the annual report is consistent with the annual financial statements audited by the Auditor-General.
- 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 F) have been prepared in accordance with the prescribed standards of Generally Recognised Accounting Practices (GRAP), issued by the Accounting Standards Board and applicable to the public entity.
- The Accounting Authority is responsible for the preparation of the annual financial statements and for the judgements made in this information.
- The Accounting Authority is responsible for establishing and implementing a system of internal control 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 our opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the public entity for the financial year ended 31 March 2025.

Yours faithfully



Chief Executive Officer

Ms Nadia Starr



Interim Chairperson

Dr James Kevvy

6. STRATEGIC OVERVIEW



VISION

A world-class National Qualifications Framework that works for the people in South Africa.



MISSION

To oversee the further development and implementation of the National Qualifications Framework, and advance its objectives which contribute to the full development of each lifelong learner and the social and economic development of the nation at large.



VALUES

- Social and Economic Transformation
- Integration
- High Energy and Corporate Vibrancy
- Quality Service
- Integrity
- Quality Qualifications
- Environmental Sustainability

7 LEGISLATIVE AND OTHER MANDATES

SAQA is, in terms of the Public Finance Management Act (PFMA), Act No. 1 of 1999, a Schedule 3A national public entity and complies with the PFMA, applicable Treasury Regulations.

The Constitution of the Republic of South Africa The Bill of Rights, in section 29 of the Constitution of the Republic of South Africa, 1996, guarantees that everyone has the right to:

- Basic education, including adult basic education;
- Further education, which the State must make available;
- Receive education in the official language or language of their choice, where it is equitable, practicable, and redresses past racially discriminatory practices; and

- Establish and maintain, at their own expense, independent educational institutions that do not discriminate based on race, are registered with the State, and maintain standards equal or superior to comparable public educational institutions.

The National Qualifications Framework Act

In terms of the National Qualifications Framework (NQF) Act, No. 67 of 2008 as amended, which became effective on 1 June 2009, SAQA is the oversight body of the NQF and the custodian of its values.

As set out in section 5(1) of the Act, the objectives of the NQF are to:



- Create a single integrated national framework for learning achievements;
- Facilitate access to and mobility and progression within education, training, and career paths;
- Enhance the quality of education and training; and accelerate the redress of past unfair discrimination in education, training, and employment opportunities.

These objectives are designed to contribute to the full personal development of each learner and the social and economic development of the nation at large.

The role of SAQA, as stipulated in the NQF Act, 2008 as amended, is to advance the objectives of the NQF, oversee the further development and implementation of the NQF and coordinate the Sub-Frameworks. SAQA's functions are set out in sections 5(3) and 13 of the NQF Act, 2008 as amended, which, in summary, mandates SAQA to

- Advise the relevant ministers and decision-makers on NQF matters, oversee the implementation of the NQF, liaise and consult with the Quality Councils (QCs) on issues relating to the implementation of the NQF;
- Develop policies and criteria for the registration of qualifications, assessment, recognition of prior learning and credit accumulation and transfer, recognising a professional body and registering a professional designation, and develop level descriptors;
- Maintain a national learners records database (NLRD) to ensure that South African qualifications are of acceptable quality, to provide an evaluation and advisory service with respect to foreign qualifications;
- Conduct or commission research into NQF-related matters, to collaborate with international counterparts, and to initiate and drive a clear, coordinated communication and advocacy strategy to assist providers, learners, and the public at large in knowing, understanding, and valuing the NQF architecture and how it benefits them; and
- Accelerate the redress of past unfair discrimination in education, training, and employment opportunities;

POLICY MANDATES

The following policy documents have relevance to the work of SAQA:

1. The National Development Plan 2030;
2. The DHET's Medium Term Strategic Framework (2020-2025);
3. The White Paper for Post-School Education and Training (November 2013);
4. Priorities and Guidelines for the NQF and other directives from the Minister of Higher Education, Science, and Innovation.

1. The National Development Plan 2030

The government has identified seven priorities derived from the Electoral Mandate and the 2019 State of the Nation Address:

- Priority 1: Economic Transformation and Job Creation;
- Priority 2: Education, Skills and Health;
- Priority 3: Consolidating the Social Wage through Reliable and Quality Basic Services;
- Priority 4: Spatial Integration, Human Settlements and Local Government;
- Priority 5: Social Cohesion and Safe Communities;
- Priority 6: A Capable, Ethical and Developmental State; and
- Priority 7: A better Africa and World.

Priority 2, namely, Education, Skills and Health, is relevant to the Department of Higher Education and Training (DHET), and therefore, SAQA. This priority contributes to pillar 2 (Capabilities of South Africans) of the 3 NDP pillars.

2. Medium Term Strategic Framework (MTSF)

Cabinet approved its Revised Medium Term Strategic Framework 2019-2024 in September 2021.

"The Revised MTSF 2019-2024 continues to reflect government's plan of action over the remaining term of the sixth administration. The Revised MTSF 2019-2024 also prioritises government commitments to prevail over the coronavirus pandemic and to work towards

recovery. These commitments were outlined in the 2021 State of the Nation Address and include the following focus areas: First, to defeat the coronavirus pandemic; Second, to accelerate our economic recovery; Third, to implement economic reforms to create sustainable jobs and drive inclusive growth; And finally, to fight corruption and strengthen the capacity of the state. These commitments are included in the Revised MTSF 2019-2024 and will provide the focus for annual plans.”

With respect to post-school education and training, the Revised MTSF states: “there is also a need to force the more rapid adoption of innovative delivery models and methods, such as distance and digital learning, alternative and more efficient degree structures, improved institutional models, and approaches to improve quality and throughput.”

Focus should also be on the youth in giving them the necessary skills to be productive in the workforce, in the 4IR era. With great emphasis being placed on early childhood development and basic education, having capable and committed teachers is an imperative.

The DHET has recommended that SAQA and the QCs consider the following three outcomes in their strategic plans:

- Improved quality;
- Expanded access (RPL and Articulation); and
- Improved efficiency.

Considering these outcomes, SAQA continues to focus its efforts to:

- Register quality qualifications;
- Coordinate Articulation and RPL initiatives;
- Lobby to strengthen and align relevant legislation; and
- Continue to simplify the NQF.

3. South African Economic Reconstruction and Recovery Plan

The outbreak of the COVID-19 pandemic in March 2020 found a vulnerable South African economy. The South African Economic Reconstruction and Recovery Plan (ERRP) sets out a reconstruction and recovery plan for the South African economy that is aimed at stimulating equitable and inclusive growth.

In terms of the Plan, the following priority interventions will be made:

- Aggressive infrastructure investment;
- Employment orientated strategic localisation, reindustrialisation and export promotion;
- Energy security;
- Support for tourism recovery and growth;
- Gender equality and economic inclusion of women and youth;
- Green economy interventions;
- Mass public employment interventions;

SAQA has incorporated the DHET’s outcomes as follows:

SAQA’S OUTCOME STATEMENTS	DHET’S OUTCOME STATEMENTS
A dynamic NQF that is responsive, adapts to, and supports the changing needs of life-long learning.	Expanded Access
Visionary and influential leadership that drives a clear, evidence-based NQF agenda.	Improved Quality; Improved Efficiency; Expanded Access
Well-articulated quality-assured qualifications and relevant professional designations that instil trust and meet the needs of the people.	Improved Quality; Expanded Access
A competent and capable team dedicated and resourced to develop and maintain the NQF.	Improved Efficiency
Stakeholders and role-players who are aligned to deliver on the NQF.	Improved Efficiency

- Strengthening food security; and
- Macro-economic interventions.

SAQA is committed to playing its role in the economic recovery of the country by contributing to the repurposing of state-owned enterprises (SOEs) through its organisational redesign. SAQA's restructuring has improved institutional efficiencies through automation and has promoted job creation through its authentication services, the registration of relevant and quality qualifications and the recognition of professional bodies.

In line with the ERRP and other national priorities, SAQA also contributes towards gender equality and economic inclusion of women and youth. SAQA's employment equity targets are transformative as seen in the higher targets set for women, over men. SAQA continues to meet these targets as seen in Section 7.2b and 7.2c below.

One of the critical enablers of the ERRP is a focus on communication and the digital economy, which among other things, can lower business costs and enable better service delivery. SAQA's Authentication Services have moved online, which has contributed to both reduced costs and improved service delivery. SAQA uses social media platforms to inform the public about the NQF and other developments related to education, training, and the workplace, thereby showing the organisation's commitment to embracing digital communication.

4. Policy Initiatives

SAQA, as the organisation responsible for overseeing the further development and implementation of the NQF, will work with its NQF partners to ensure implementation of the following NQF-related policies and criteria:

- National Qualifications Framework (NQF) Level Descriptors (2012);
- Policy and Criteria for the Registration of Qualifications and Part-Qualifications on the National Qualifications Framework, as amended (2020);
- National Policy and Criteria for Designing and Implementing Assessment for NQF Qualifications and Part-Qualifications and Professional Designations in South Africa (2014);
- National Policy and Criteria for the Implementation of the Recognition of Prior Learning, as amended (2019);
- Policy and Criteria for Credit Accumulation and Transfer (CAT) within the National

- Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the purposes of the National Qualifications Framework Act, Act 67 of 2008, as amended (2020);
- Policy and Criteria for Evaluating Foreign Qualifications within the South African NQF, as amended (2017);
- Addendum on the Recognition of Qualifications of Refugees and Asylum Seekers (2019);
- Draft National Policy on the Misrepresentation of Qualifications (2019);
- NQF Implementation Framework 2020/21-2024/25;
- System of Collaboration 2019; and
- The Articulation Policy for the Post-School Education and Training System of South Africa (2017); and Recognition of Prior Learning (RPL) Coordination Policy (2016).

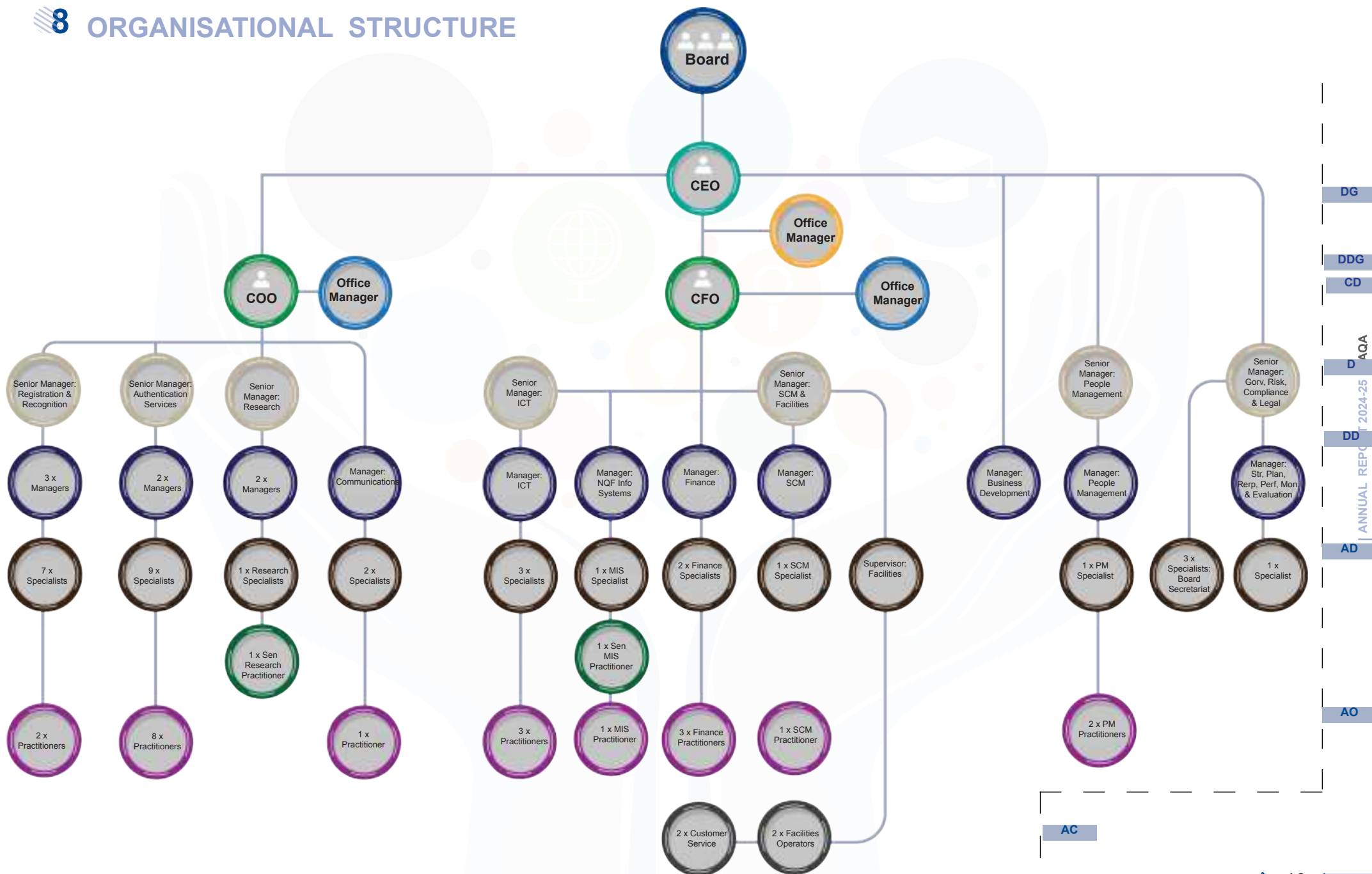
SAQA reviews its policies periodically to ensure currency and alignment to legislation. In 2022/23, SAQA continued to refine the Policy on the Misrepresentation of Qualifications and will publish the policy after the President proclaims the NQF Amendment Act, 2019.

SAQA staff at the 1st Peliwe Lolwana Memorial Lecture

Held at University of the Witwatersrand,
Johannesburg



8 ORGANISATIONAL STRUCTURE



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DDG

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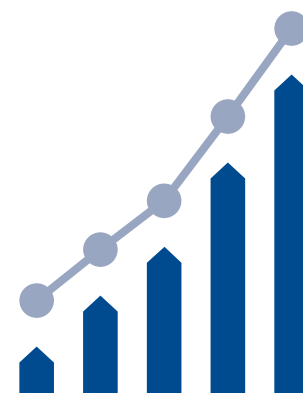
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PART B

PERFORMANCE INFORMATION



1 AUDITOR'S REPORT: PREDETERMINED OBJECTIVES

The Auditor-General of South Africa currently performs the necessary audit procedures on the performance information to provide reasonable assurance in an audit conclusion. The audit conclusion on the performance against predetermined objectives is included in Part F.

2 OVERVIEW OF PERFORMANCE

2.1 Service Delivery Environment

In the year under-review SAQA operated in a context of growing financial constraints. Although SAQA receives 63% of its budget from voted Government funds, it must raise the balance of funds through the provision of paid services. This requirement impacts SAQA's ability to prioritize delivering on its mandate, as attention is diverted towards the generation of alternate revenue. The services offered by SAQA emanate from SAQA's mandate described in the NQF Act. Despite these challenges, SAQA has maintained its excellent performance and achieved an overall performance of 86%.

The constrained finances are brought into ever sharper relief with the Proclamation of the NQF Amendment Act, 2019, which increases the scope of SAQA's mandate.

Among other things, the Acts provides for:

- The formulation of criteria for evaluating foreign qualifications;
- The establishment and maintenance of separate registers of misrepresented or fraudulent qualifications or part-qualifications;
- A separate register for professional designations;
- The referral of qualifications or part-qualifications to the SAQA for verification and evaluation; and
- Offences and penalties which have a bearing on fraudulent qualifications.

The clause pertaining to the provision for the verification of all qualifications or part-qualifications by the SAQA was suspended.

Overall, the Amendment Act, 2019, facilitates the improvements of SAQA's service delivery to the public. For instance, the Act provides for the timeous loading of data by the Quality Councils, if adhered to this will improve the turnaround time for the verification of national qualifications.

2.2 Organisational Environment

The two issues that significantly impact on SAQA's sustainability and service delivery are SAQA's funding challenges, and automation. Funding and organisational sustainability are a perennial challenge for SAQA. Although SAQA receives approximately 63% of its budget from voted government funds, it must raise the balance of funds through supplementary revenue streams. These efforts draw SAQA's energies away from its mandated functions. Although SAQA has successfully generated supplementary revenue streams, the current funding model should be reviewed.

The entity continues to strive towards improving the efficiency of its service delivery through streamlining internal processes and invested in an automation project in 2021 to this end. Some modules were piloted in the 2023/24 financial year. An iterative approach was adopted to release modules as they were completed. The module on the Evaluation of Foreign Qualifications was fully implemented and launched in February 2025. This marks an important milestone in SAQA's commitment to improved service delivery and modernization of the NQF.

2.3 Key policy developments and legislative changes

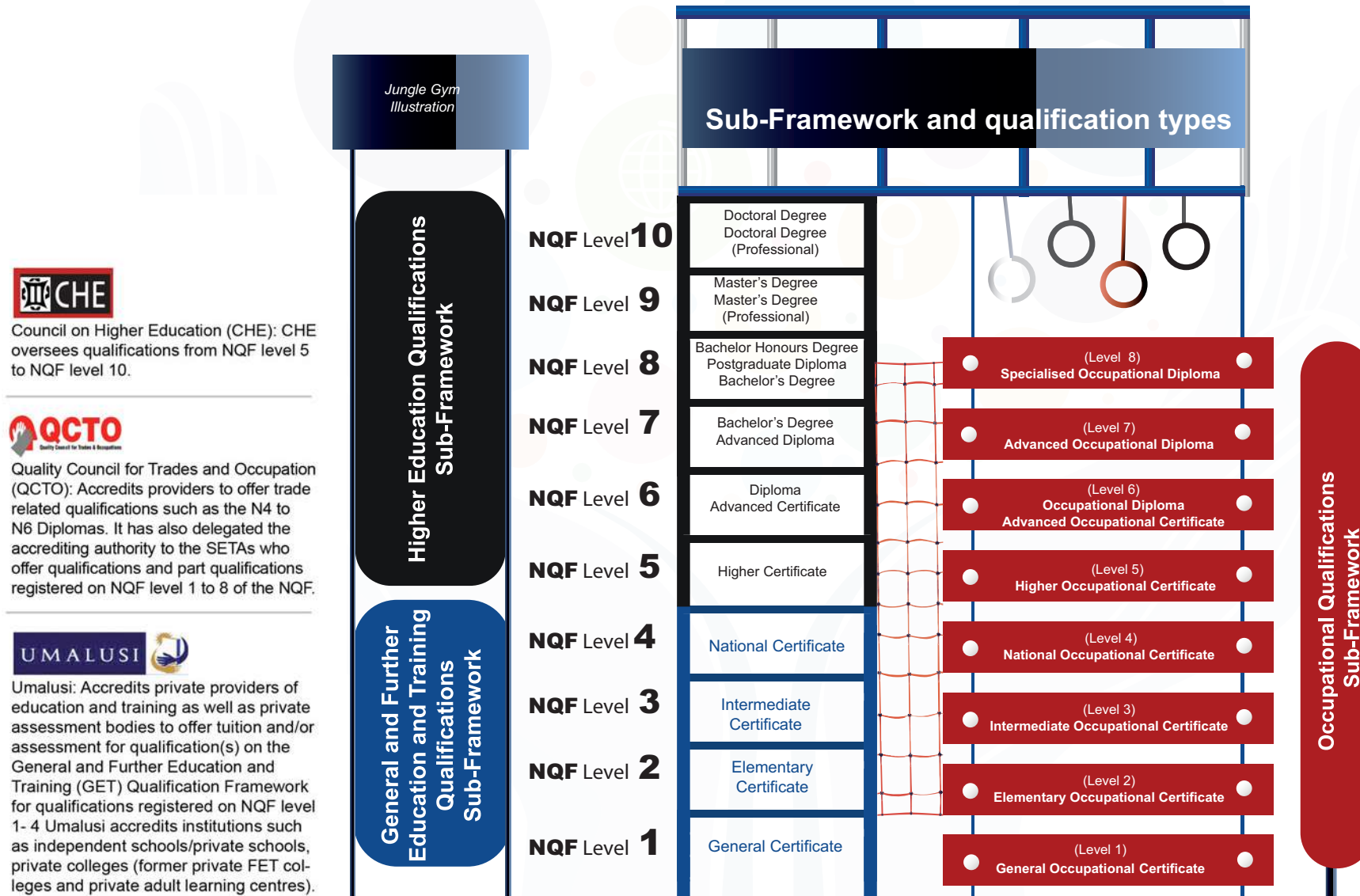
National Implementation Framework towards the Professionalisation of the Public Service

Building a capable, ethical and developmental state is one of the Strategic Objectives outlined in The Medium-Term Development Plan. This aligns with the National Government's commitment to professionalizing the Public Service. The professionalisation of our public administration is a key tool for building a capable state, and to this end the Government has developed a National Framework Towards the Professionalisation of the Public Service, which "aims to build a state that better serves our people, that is insulated from undue political interference and where appointments are made based on merit" (NSG, 2022:3). The Framework was gazetted in October 2023 and requires implementation from April 2024 and identifies the following five pillars in the value chain for the professionalisation of the public sector:

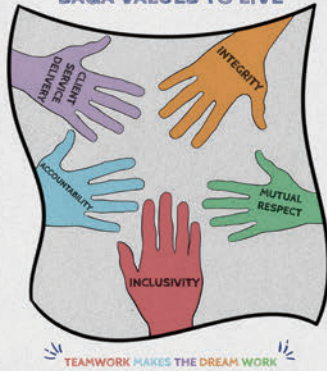
1. Pre-entry, recruitment and selection;
2. Induction and onboarding;
3. Planning and performance management;
4. Continuous learning and professional development; and
5. Career development and incidents.

SAQA has operationalised most of the requirements under the five pillars identified above. SAQA's recruitment and selection policies support employment equity and follows a merit-based system. All new employees undergo a workplace orientation to better understand the culture and the dynamics of the organisation. SAQA has implemented a performance management system to ensure that every financial year all employees from all levels sign a performance contract on which they are assessed at the end of that financial year. When signing a performance contract, employees and their line managers must identify appropriate training and learning pathways to help carry out their duties. The Entity is also in the process of developing implementation plans for some of the recommendations from the Framework, in compliance with the Directive on Human Resources Management and Development for Public Service Professionalisation, issued by the Minister for Public Service and Administration.

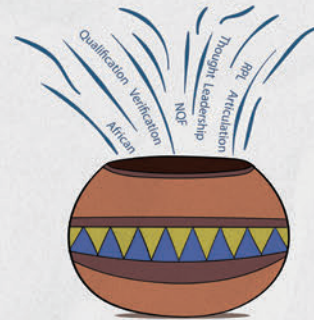
National Qualification Framework



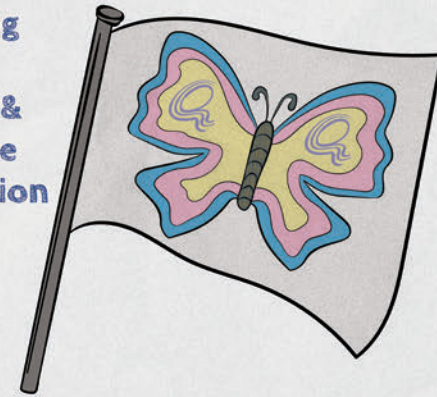
WORKING TOGETHER
TOWARDS BRINGING THE
SAQA VALUES TO LIVE



SAQA



Embracing
change,
diversity &
Excellence
in Education



EMBLEM: STAR ✧

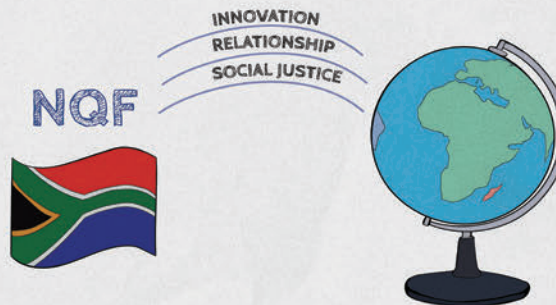


MOTTO:
TINY STARS LIGHT UP THE NQF

RISING FROM THE ASHES



SAQA IS TRANSFORMING
TO THRIVE



DIVERSITY
IN ACTION



Illustrations created by SAQA staff during a strategic planning meeting (31 March 2025)

3 PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

We had five programmes in the financial year under review. Programme 1 comprised the Finance & Administration Division, Governance, People and Strategy Division and the Office of the CEO. Programmes 2 – 5 belong to the NQF Operations Division and comprise the Registration and Recognition, ICT and NQF MIS, Authentication Services and Research units.

Programme	Sub-Programme	Strategic Outcomes
1. ADMINISTRATION	1.1 Executive Office: responsible for oversight of the overall organisational performance and SAQA's international initiatives. In addition, the office is responsible for the following functions: human resources (People Management), governance, legal, compliance to legislation, risk management, strategy, reporting, performance monitoring and evaluation. Includes: a. People Management unit b. Strategy, Reporting & Performance M&E sub-unit c. Governance, Legal & Compliance sub-unit	We have visionary and influential leadership that drives a clear, evidence-based NQF Agenda We have a competent and capable team, dedicated and resourced to further develop and maintain the NQF We have visionary and influential leadership that drives a clear, evidence-based NQF Agenda
	1.2 Finance and Administration: responsible for effective financial and infrastructural governance and resources to support SAQA's objectives	We have a competent and capable team, dedicated and resourced to further develop and maintain the NQF
	1.3 Communications responsible for the communications through SAQA's digital and traditional media platforms.	We have visionary and influential leadership that drives a clear, evidence-based NQF Agenda
2. REGISTRATION AND RECOGNITION	Responsible for registering nationally relevant and internationally comparable qualifications and part- qualifications that meet national criteria and articulate across sub-frameworks; and recognising professional bodies and registering professional designations	We have stakeholders and role-players who are aligned to deliver on the NQF; and We have well-articulated quality-assured-qualifications and relevant professional designations that instil trust and meet the needs of the people
3. INFORMATION & COMMUNICATION TECHNOLOGY (ICT)	Responsible for effective ICT governance and IT infrastructural resources to support the achievement of organisational objectives and business processes	We have stakeholders and role-players who are aligned to deliver on the NQF

Programme	Sub-Programme	Strategic Outcomes
	3.1 NQF MIS (incorporating the NLRD): Responsible for maintaining and further developing the NLRD's functionality which serves as the key national source of information for human resource and skills development in terms of policy, infrastructure, and planning	We have well-articulated quality-assured-qualifications and relevant professional designations that instil trust and meet the needs of the people We have stakeholders and role-players who are aligned to deliver on the NQF
4. AUTHENTICATION SERVICES	Responsible for verifying national qualifications and evaluating foreign qualifications against set criteria and comparing the foreign qualifications with similar qualifications on the South African NQF	We have a dynamic NQF that is responsive, adapts to, and support the changing needs of lifelong learners We have well-articulated quality-assured-qualifications and relevant professional designations that instil trust and meet the needs of the people
5. RESEARCH	Responsible for conducting evidence-based research to evaluate the impact of the NQF and inform the development and further implementation of the NQF	We have a dynamic NQF that is responsive, adapts to, and support the changing needs of lifelong learners; and We have well-articulated quality-assured-qualifications and relevant professional designations that instil trust and meet the needs of the people



4 PROGRESS TOWARDS 5-YEAR TARGETS

Outcomes	5-Year Target	Progress
We have a dynamic NQF that is responsive, adapts to, and supports the changing needs of lifelong learning	Review five NQF Policies and amend them as required	The following policies have been reviewed: 1. Policy and Criteria for Evaluating Foreign Qualifications within the South African NQF 2. Policy and Criteria for Registering Qualifications and Part-Qualifications on the NQF. 3. Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation 4. Policy for Credit Accumulation and Transfer within the National Qualifications Framework 5. Policy on Level Descriptors for the South African National Qualifications Framework
	Monitor the implementation of the reviewed NQF Policies	SAQA has hosted several SAQA-QC engagements towards reporting on the implementation of reviewed NQF Policies and developed an implementation report.
We have visionary and influential leadership that drives a clear, evidence-based NQF Agenda	Align the SA NQF to the proposed African Continental Qualifications Framework	SAQA has played a pivotal role in driving mobility of students and skills within the African continent by leading South Africa's referencing of the NQF to the ACQF. This involved the constitution of a national reference team (which included QCs, DBE and DHET), hosting multiple workshops, and producing a referencing report, which will be finalised and approved in 2025.
	Implement the Addis Convention	SAQA has actively advanced the implementation of the Addis Convention through a range of strategic and operational activities, including systematic implementation of foreign qualification evaluations in line with its legislative mandate. Additionally, SAQA has made progress in researching and developing policies on the recognition of partial studies and microcredentials.
	The NLRD reflects 24 million learner achievements	The cumulative number for learner achievements is 24 512 286 learners on the NLRD
We have well-articulated quality-assured qualifications and relevant professional designations that instil trust and meet the needs of the people	All qualifications registered on the NQF after 1 January 2014 have at least one Articulation pathway within or across Sub- Frameworks	SAQA identified qualifications already registered on the NQF after 1 January 2014 that do not have an articulation option and requested missing information from QCs. SAQA informed the QCs of all qualifications (including those without articulation pathways) that will reach their registration end-date on 30 June 2023
	Clearly define the roles of statutory and non-statutory professional bodies and use the research findings to amend the Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation	SAQA conducted research on the roles of statutory and non-statutory professional bodies. The SAQA Board approved the SAQA Professional Body Model derived from the findings of the research report. This model will provide a foundation on which to build an enabling environment.

Outcomes	5-Year Target	Progress
We have a competent and capable team, dedicated, and resourced to further develop and maintain the NQF	Re-design SAQA's structure to better suit the delivery of its strategy	SAQA reviewed and redesigned the organisational structure. The process included a monitoring and evaluation process by an external consultant.
	Every staff member has at least two learning interventions per year	SAQA prioritised the learning and development of its staff. The organisation met this target throughout the five years.
We have stakeholders and role-players who are aligned to deliver on the NQF	Develop a functional system that allows for the efficient registration of qualifications within three weeks	Systems are not in place. However, landing pages have been created for QCTO and Umalusi to submit qualifications and part-qualification to SAQA. CHE is in the process of developing a new system, which we will use to consume the services.
	SAQA identifies all historical (legacy) datasets that are not on the NLRD, secures and loads it on the NLRD	In 2022/23 SAQA developed a funding proposal for digitisation of legacy data. The funding proposal was circulated to DHET. SAQA has identified institutions with missing data and are approaching them directly to fill data gaps.
	90% of national learner achievements submitted for verification appear on the NLRD	As at February 2025, 68% of all verification requests were available. Project plan will be developed by NQF MIS and Authentication services to work towards this. Milestones will be monitored.
	All recognised professional bodies load information about their members with professional designations on the NLRD annually	SAQA loaded recognised professional bodies. Where loads were not made, SAQA provided support, including additional training. In cases where mitigations failed, SAQA initiated measures to de-register the Professional Body.



This report is based on the Annual Performance Plan for 2024/25 that the Executive Authority re-tabled in Parliament on 11 April 2024.



Executive Office



SAQA Senior Managers

**SAQA CEO,
Ms. Nadia Starr
in Johannesburg
CBD with
Deputy Minister
for Higher
Education,
Dr. Mimmy Martha
Gondwe**



4 INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

4.1. Performance against originally tabled

4.1 Programme 1

Programme 1								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Visionary and influential leadership that drives a clear, evidence-based NQF Agenda	National and international promotion of the SA NQF	1. Prominent national, regional and global standing	Target exceeded 9 initiatives to promote the SA NQF. These included: UPSET DAAD ACQF TAICEP GDN IGAD	Target achieved. Implemented two initiatives to promote the SA NQF. SAQA participated in the SADCQF and European Qualifications Framework Referencing Project. SAQA also participated in the African Continental Qualification Framework (ACQF) at the African Union.	Collaborate with two stakeholders on matters of mutual interest	Target exceeded. SAQA collaborated with Durban University of Technology and with the three Quality Councils, DHET and DBE to form the National Committee on Referencing.	More than two stakeholders collaborated with. The Referencing Committee required collaboration with multiple key stakeholders.	N/A
	Sharing of national and international trends and best practices with stakeholders	2. Informed stakeholders	Target achieved. Identified three initiatives to share national and international best practice with stakeholders	Target achieved. SAQA hosted the Namibia Qualifications Authority for training on the evaluation of foreign qualifications from 28 November to 2 December 2023	Identify and implement one initiative to promote best practice	Target achieved. SAQA identified National Council for Higher Education of Malawi as a SADC partner and developed a training programme on National Qualifications Frameworks for them.	N/A	N/A

Programme 1								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Visionary and influential leadership that drives a clear, evidence-based NQF Agenda	Implementation of Addis Convention	3. Recognition of international studies	Target achieved. Year one of WES/SAQA pilot project was implemented.	Target achieved. SAQA identified Cape Peninsula University of Technology as a strategic partner. The institution is a member of the Cape Higher Education Consortium.	Track and report on the implementation of the Addis Convention plan.	Target achieved. Tracked and reported on implementation of Addis Convention plan.	N/A	N/A
	Strengthened System of Collaboration and NQF structures	4. An effective System of Collaboration and NQF structures	Achieved Target Reported on the effectiveness of the System of Collaboration The SAQA Board approved the report for submission to the Minister: HESI	Achieved Target Reported on the effectiveness of the System of Collaboration	No target set for this year	N/A	N/A	N/A
	Implementation of the closure of transitional arrangements from the SAQA Act to the NQF Act	5. Compliance with the requirements of the NQF Act	No target set for this year	No target set for this year	No target set for this year	N/A	N/A	N/A

Programme 1								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
	Advice to the Executive Authority on NQF matters, including the alignment of relevant Laws	6. Evidence of advice provided to the Executive Authority	Achieved Target Provided advice to the Minister on the Ministerial Determination in Terms of section 74 of The Higher Education Act	Target achieved. SAQA was asked to provide inputs into the Memorandum of Understanding on Cooperation in Quality Assurance and Recognition of Qualifications Between the Governments of the Federative Republic of Brazil, the Russian Federation, The Republic of India, The People's Republic of China and The Republic of South Africa	Track and report on the implementation of the Addis Convention plan.	No Target this year		N/A
A competent and capable team, dedicated and resourced to further develop and maintain the NQF	Re-design SAQA's structure to better suit delivery on its strategy	7. SAQA's structure is aligned to deliver on its strategy	Achieved target Implemented the new structure Completed two independent monitoring & evaluation exercises and used the results to make adjustments to the structure The SAQA Board approved the current structure	No target for 2023/24	No target for 2024/25	N/A	N/A	N/A



Programme 1									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations	Reasons for revisions to the Outputs/Output indicators / Annual Targets
	Staff capacity building programmes	8. Implemented Staff capacity building programmes	Achieved Target. Each staff member attended at least two learning interventions during the financial year	Target achieved. All SAQA staff have attended at least 2 training interventions for the financial year	Every staff member has at least two learning interventions per year	Target achieved. All but one SAQA staff have attended at least 2 training interventions for the financial year.	One employee joined the organisation in Q4 and therefore could not complete 2 trainings.	N/A	N/A



Executive Team

Securing Trust, Powering Progress: SAQA's Regional Impact Through Verification and Recognition

In 2024/25, SAQA's Authentication Services (AS) Unit emerged as a powerhouse of innovation, diplomacy, and regional influence. The crowning achievement of the year—the historic SADC Verification Agreement—not only reaffirmed SAQA's continental leadership but immediately attracted three regional clients, cementing its role as a trusted authority in qualifications verification.

The Unit didn't stop there. With a sharp focus on accessibility and service excellence, SAQA rolled out user-friendly resources including a Verification Booklet and a Foreign Qualifications Application Guide, ensuring clarity for clients navigating complex systems. From successful online workshops on combating fraudulent qualifications to a dynamic series of provincial stakeholder engagements in KwaZulu-Natal and Eastern Cape, SAQA built stronger bridges with partners and communities—ensuring that every voice was heard and every need addressed.

On the global stage, SAQA engaged with counterparts across Africa and beyond, including key education agencies in Zimbabwe, Ghana, and Ethiopia, while also conducting strategic

diplomatic meetings with Turkish and Ethiopian Ambassadors. These collaborations reinforced SAQA's global standing and deepened its support for the Department of Higher Education and Training's scholarship and advisory programmes.

Driving all this forward was the implementation of the Automated System for Foreign Qualifications (ASFQ)—a digital leap that cut processing times, automated routine functions, and allowed SAQA to meet all its Annual Performance Plan targets with precision and consistency.

In every sense, the AS Unit has not only verified qualifications—it has verified SAQA's place as a trusted, tech-forward, and people-focused organisation reshaping the future of education and work in South Africa and across the SADC region.



Programme 1								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Competent and capable team, dedicated and resourced to further develop and maintain the NQF	Alternative revenue streams to support the work of SAQA	9. Sufficient revenue to support SAQA's work	Target achieved. Funds generated through Department of Correctional Services and interest from invested funds.	Target achieved. Revenue has been generated from sufficient alternate revenue streams	Review and continue to implement strategies to generate funds through supplementary revenue streams	Target achieved. Strategies implemented to generate funds through supplementary revenue streams.	N/A	N/A
	Good governance in financial matters	10. Unqualified Audit opinion	N/A	Target achieved. SAQA received an unqualified Audit Opinion.	Unqualified Audit opinion for the preceding year	Target achieved. SAQA achieved an unqualified audit opinion in the Audit conducted by AGSA for the 2023/24 financial year.	N/A	N/A

Programme 1								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Visionary and influential leadership that drives a clear, evidence- based NQF Agenda	The NQF explained simply (Simplification)	11. Stakeholders access simplified information about the NQF	Target achieved. Implemented four on-line campaigns aimed at informing the public about the NQF 1st campaign focused on role of Quality Councils in the NQF Landscape 2nd campaign was on the Verifications Process 3rd campaign focused on the importance of enrolling for registered qualifications. 4th campaign was an extension of Iskolosiphumil e. The campaign highlighted the importance of registered qualifications and accredited institutions	Target achieved. Implemented four online campaigns aimed at informing the public about the NQF 1st campaign on the launch of the newly revamped SAQA website 2nd campaign titled "The NLRD incorporating NQF MIS" with the aim of making SAQA and the NQF visible to the public. 3rd campaign focused on "Re-imagining Professional Bodies in the NQF 4th campaign highlighted the dangers of misrepresented qualifications and institutional accreditation	Implement four campaigns including informing the public about the NQF	Target achieved. Implemented four campaigns aimed at informing the public about the NQF.	N/A	N/A

Programme 1								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
							N/A	N/A



Programme 1: Contribution to SAQA's Strategic Goals

Office of the CEO is responsible for oversight of the overall performance of the authority in response to SAQA's mandate. The Executive Office's role is to provide leadership to SAQA staff, act as the bridge between the Board and staff and to grow SAQA's international footprint. In addition, this division is responsible for SAQA's strategy and reporting functions, legal, governance and risk reporting, oversight of stakeholders in the NQF family through the CEO Committee; promotion of the values of the NQF; providing advice to the Minister: HESI on matters involving the legislative and policy environment; and promoting the NQF and SAQA through social and traditional media platforms.

Strategy, Reporting & Performance Monitoring & Evaluation sub-unit is responsible for communication with the Minister: HESI and the NQF family through the CEO Committee, for oversight of the further development and implementation of the NQF by the NQF family, for reporting progress of specific projects to the Minister: HESI, for the development of SAQA's strategy under the supervision of the Board, and for meeting quarterly performance reporting requirements.

Governance, Risk, Compliance & Legal sub-unit ensures that SAQA abides by good governance principles; and that risk management is an integral part of SAQA's operations. This sub-unit also manages all SAQA's legal matters and liaises with attorneys when necessary.

People Management unit is responsible for providing human resource support to embrace diversity, environmental sustainability, and social justice and contribute towards the delivery of SAQA's mandate. This unit ensures that SAQA employs the right people with the right skills, and that staff are trained to deliver on SAQA's mandate.

Finance and Administration Division is responsible for effective financial and infrastructural governance and resources to support SAQA's objectives. The Finance and Administration Division ensures that SAQA adheres to the PFMA and National Treasury requirements. This Division must also ensure that SAQA has the required budget to deliver on its mandate and that expenditure is within budget. Lastly, the Division is responsible for maintaining the building infrastructure and managing building security and access.

Communications sub-unit is responsible for informing stakeholders and the public about the NQF,

SAQA and related matters, through SAQA's website and social media platforms, and occasionally through traditional media. This sub-unit works with the Quality Councils, DHET and DBE on joint communication campaigns for the public.

Programme 1 contributes to achieving three of the five Outcomes. They are:

- A dynamic NQF that is responsive, adapts to, and supports the changing needs of life-long learning
- Visionary and influential leadership that drives a clear, evidence based NQF Agenda
- A competent and capable team, dedicated and resourced to develop and maintain the NQF

Comment on deviations

N/A

4.2. Programme 2

Programme 2								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Stakeholders and role- players who are aligned to deliver on the NQF	Improved turn-around times for the registration of qualifications and part- qualifications (Simplified NQF)	12. Streamlined processes and improved turn-around times	Target achieved. Registered 326 qualifications recommended by the QCs for registration within three months. R&R registers about 50% qualifications in two months and less.	Target achieved. In Q4, 39 CHE qualifications that meet the SAQA criteria were registered within 70 working days of submission. In Q4, 79 QCTO qualifications that meet the SAQA criteria were registered within 70 working days of submission. Overall, 85 CHE qualifications that meet the SAQA criteria were registered within 70 working days of submission. 111 QCTO, qualifications that meet the SAQA criteria were registered within 70 working days of submission.	Register qualifications recommended by QCs that meet all SAQA's criteria within 70 working days of submission.	Target not achieved. 224 (88%) qualifications recommended by QCs that meet all SAQA's criteria were registered within 70 working days of submission.	31 CHE qualifications registered outside the 70 working days.	SAQA received an unusually high volume of qualifications in quarter 4.

Programme 2

Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
	Reduced proliferation of qualifications registered on the NQF (Simplified NQF)	13. Increased number of national qualifications and part- qualifications registered on the NQF	Target achieved. SAQA Board approved concept paper on registration of national qualifications on the NQF	Target achieved. The concept paper was presented to the QCs at an NQF Operations Sub-committee and finalised. It was agreed that it is not required to change the Policy and Criteria for the Registration of Qualifications and Part -Qualifications on the NQF.	No Target set for year	N/A	N/A	N/A
Well- articulated quality- assured- qualifications and relevant professional designations that instil trust and meet the needs of the people	Registered qualifications that articulate across Sub- Frameworks (Simplified NQF)	14. Increased number of qualifications that articulate across Sub- Frameworks	No target set for this year	No target set for this year	No target set for this year	N/A	N/A	N/A
	A refined understanding of a professional body and its value-add in the NQF landscape (Simplified NQF)	15. A clearly defined role of a professional body	Target achieved. SAQA Board approved	No target set for this year	No target set for this year	N/A	N/A	N/A

Programme 2: Contribution to SAQA's Strategic Goals

This programme is responsible for registering qualifications and part-qualifications, recognising professional bodies and registering professional designations. This programme contributes to two of the five Outcomes. They are:

- Well-articulated quality-assured-qualifications and relevant professional designations that instil trust and meet the needs of the people

- Stakeholders and role-players who are aligned to deliver on the NQF

The five-year focus is for this unit to:

- Develop a streamlined workflow to register qualifications faster;
- Create clear policies and guidelines for registering national qualifications;
- Reduce the number of qualifications on the NQF by encouraging the Quality Councils to recommend national qualifications instead of provider qualifications and

- Craft a value proposition for statutory and non-statutory professional bodies that are recognised by SAQA

Comment on deviations

Target 12, Register qualifications recommended by QCs that meet all SAQA's criteria within 70 working days of submission was not met. While most qualifications were registered within the desired 70 working day turnaround time, 31 qualifications were registered outside this desired period.



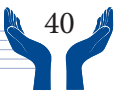
4.3. Programme 3

Programme 3								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Stakeholders and role-players who are aligned to deliver on the NQF	3 NLRD Registers	16. Efficient electronic processes across SAQA	N/A	N/A	No target set for this year	N/A	N/A	N/A
	A workflow system for the evaluation of foreign qualifications		Target achieved.	Target achieved. Foreign Qualifications Module developed, tested, and deployed into pilot production	Implement an end-to-end electronic system for the evaluation of foreign qualifications	Target achieved. End-to-end electronic system for the evaluation of foreign qualifications implemented.	N/A	N/A
	A workflow tracking system for qualifications and part- part- qualifications	17. Integrated Tracking System for qualifications and part- qualifications	No target was set for this year	Target achieved. CHE and SAQA have developed and successfully tested an integration API, theoretically allowing for an end-to-end workflow between CHE and SAQA. The system is built on specifications supplied by CHE.	Implement a workflow tracking system for qualifications and part- qualifications	Target not achieved. Landing page for submission of qualifications and part- qualifications created for QCTO and Umalusi. Workflow system was not created.	Workflow tracking system not implemented for qualifications and part- qualifications	CHE in process of developing new system, therefor API integration could not be developed and tested.

Programme 3

Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Well-articulated quality- assured- qualifications and relevant professional designations that instil trust and meet the needs of the people	NQF MIS (comprising the NLRD) information for informed decision-making	18. Access and use of MIS (comprising the NLRD) information	No target set for this year	Target achieved. Made the public information on the NQF MIS (comprising the NLRD) easily accessible and usable by all stakeholders	Make public information on the NQF MIS (comprising the NLRD) easily accessible and usable by all stakeholders	Target achieved. Made public information on the NQF MIS (comprising the NLRD) easily accessible and usable by all stakeholders	N/A	N/A
Stakeholders and role- players who are aligned to deliver on the NQF	Legacy learner achievement records on NQF MIS (comprising the) NLRD	19. Percentage completeness of legacy learner achievement data on NQF MIS (comprising the NLRD)	Target achieved. Developed a funding proposal for the digitisation of legacy achievement records.	Target achieved. Updated data gap report with institutions and data gap periods	Target institutions with data gaps and report on the progress made with closing the data gaps	Target achieved. Targeted institutions with data gaps and reported on the progress made with closing the data gaps	N/A	N/A
	Current learner achievement records on the NQF MIS (comprising the NLRD)	20. Learner achievement records loaded by QCs	N/A	Target achieved. Ensured that QCs loaded learner achievement records on the NQF MIS (comprising the NLRD). 1 176 681 qualification achievements were loaded by the QCs, and 1 2 50 946 part-qualification achievements were loaded by the QCs.	Ensure that QCs load learner achievement records on the NQF MIS (comprising the NLRD)	Target achieved. Ensured that QCs load learner achievement records on the NQF MIS (comprising the NLRD)	N/A	N/A

Programme 3								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
	Professional designations on the NQF MIS (comprising the NLRD)	21. Percentage completeness of learner achievement data from professional bodies on the NQF MIS (comprising the) NLRD	Not achieved 96 of the 100 recognised professional bodies loaded data during the 2022/23 financial year	Target achieved 100/103 recognised professional bodies loaded professional designation achievements that meet the requirements on the NQF MIS (comprising the NLRD)	Recognised professional bodies load professional designation achievements that meet the requirements on the NQF MIS (comprising the NLRD)	Target achieved. 97/99 (98%) of recognised professional bodies loaded professional designation achievements that meet the requirements on the NQF MIS (comprising the NLRD)	N/A	N/A
	Registers of Misrepresented and Fraudulent Qualifications	22. Updated Registers of Misrepresented and Fraudulent Qualifications	Target not achieved. Minister has not proclaimed the NQF Amendment Act 2019.	N/A	Finalise the Policy on the Misrepresentation of Qualifications	Target not achieved. Task team established to develop a policy on verifications and misrepresented qualifications. Consultations and initial draft developed. Further engagement required.	Good progress made towards the development of the policy, but policy was not ready to be finalised.	Further stakeholder engagement required



Programme 3

Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
			Achieved Target Updated the List of Misrepresented qualifications	Achieved Target Updated the List of Misrepresented qualifications	Update the Register of Misrepresented Qualifications	Target achieved. Updated the register of Misrepresented Qualifications	N/A	N/A
			No target was set in the Revised APP	N/A	No target set for this year		N/A	N/A



Programme 3								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Visionary and influential leadership that drives a clear, evidence-based NQF Agenda	A growing number of learner achievements on the NLRD	23. An increasing number of learners with achievements recorded on the NLRD	Achieved Target The NQF MIS incorporating the NLRD contained 21 365 389 learners with achievements	Target achieved. The NQF MIS incorporating the NLRD contained 23 030 446 learners with achievements	Ensure that the NQF MIS incorporating the NLRD contains 24 000 000 learners with achievements	Target achieved. Ensured that the NQF MIS incorporating the NLRD contains 24 512 286 learners with achievements.	N/A	N/A



Programme 3: Contribution to SAQA's Strategic Goals

■ **Information Communication Technology (ICT):** Responsible for ensuring effective ICT governance and the aligned development of ICT infrastructural resources to support the achievement of organisational objectives and business processes. The ICT unit drives SAQA's plans to embrace the Fourth Industrial Revolution by enabling the automation of operations across the organisation and developing end-to-end workflows where required.

NQF MIS sub-unit: Responsible for maintaining and further developing the NQF MIS, incorporating the NLRD as the critical national source of information for human resource and skills development in policy, infrastructure, and planning. The sub-unit's five-year focus is on:

- Securing and loading legacy learner achievements.
- Ensuring that QCs load records within thirty days of the information being in the public domain.
- Creating and maintaining the Registers of Misrepresented and Fraudulent Qualifications and
- Publishing public databases of qualifications and related information for public consumption

Programme 3 contributes to achieving two of the five Outcomes. They are:

- Well-articulated quality-assured-qualifications and relevant professional designations that instil trust and meet the needs of the people
- Stakeholders and role-players who are aligned to deliver on the NQF

Comment on deviations

Target 17: Implement a workflow tracking system for qualifications and part-qualifications was not met. The achievement of this target had external dependencies. SAQA will endeavour to omit targets like this in future organisational plans.

Target 22: Finalise the Policy on the Misrepresentation of Qualifications was not met. The explanation for why is adequately explained in the table above.



4.4. Programme 4

Programme 4								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
A dynamic NQF that is responsive, adapts to, and support the changing needs of life-long learning	A foreign qualifications evaluation and advisory service that meets changing learner and worker needs	24. Articulation from foreign systems into South Africa takes place	Not achieved Did not complete all applications received for the evaluation of foreign qualifications within 3 months	Not achieved 81% - commenced with 81% of Compliant qualification applications received Annually. 29 273 Compliant qualification applications received 28 910 compliant qualification applications sent for verification requests within 60 working days. 327 Compliant qualification applications not yet started but still within the 60 working days turnaround time. 36 applications not sent for verification within 60 days in the annual period.	Request verification for 80% of compliant qualification applications from foreign institutions within 60 working days	Target achieved. Requested verification for 99.5% of compliant qualification applications from foreign institutions within 60 working days.		
		25. The evaluation criteria align with the current legislative and policy context	No target set for this year	No target set for this year	No target set for this year	N/A	N/A	N/A

Programme 4								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Well- articulated quality- assured- qualifications and relevant professional designations that instil trust and meet the needs of the people	A trusted qualification verification process	26. A Verification service used by employers, institutions and individuals	Not achieved Did not complete all applications received for the verification of national qualifications within 25 working days	Not achieved. Completed 88% of all compliant applications received from the verification of South African qualifications within 25 working days. 66 658 compliant applications verified within 25 working days and 9 261 verified outside that period.	Complete 80% compliant verification requests received for the verification of South African qualifications found on the NLRD within 25 working days.	Target achieved. Completed 98% compliant verification requests received for the verification of South African qualifications found on the NLRD within 25 working days.	N/A	N/A

Programme 4: Contribution to SAQA's Strategic Goals

Authentication Services unit is responsible for evaluating foreign qualifications and locating them on the SA NQF.

The Authentication Services unit is responsible for verifying South African qualifications and evaluating foreign qualifications. It also locates foreign qualifications on the SA NQF by comparing them to

the relevant national qualifications. This Unit must ensure that it streamlines its processes where possible so that it can reduce the time that it takes to process applications and verification requests. This unit's success in meeting turnaround times and servicing clients rely heavily on its processes being automated.

Programme 4 contributes to achieving one of the five Outcomes, namely:

- A dynamic NQF that is responsive, adapts to, and supports the changing needs of life-long learning.

Comment on deviations

There were no deviations.

4.5. Programme 5

Programme 5								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
A dynamic NQF that is responsive, adapts to, and supports the changing needs of life- long learning	Reviewed NQF Policies and recommendations for Policy amendments	27. Number of policies reviewed	Target achieved. Reviewed and amended the Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purpose of the NQF	Target achieved. Policy and Criteria for Evaluating Foreign Qualifications within the SANQF approved by Board.	Review one NQF policy	Target met. Reviewed the Level Descriptors Policy. Further research is required to finalise the policy.	N/A	N/A
	Implemented Policies	28. The implementation of amended Policies is monitored	No target for 2022/23	Target achieved. Two SAQA-QC engagement towards reporting on the implementation of several revised policies	Host one SAQA-QC engagement towards reporting on the implementation of revised policies	Target achieved. SAQA hosted three SAQA-QC engagements towards reporting on the implementation of revised policies.	Yes	More than one engagement was required due to scheduling challenges
	Research on the implementation of the NQF	29. Findings and recommendations of NQF-related research	Provided a progress report on work done with research partners (s)	No target set for this year	No target set for this year			

Programme 5								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
			No target set for this year	No target set for this year	No target set for this year			
Well-articulated quality-assured qualifications and relevant professional designations that instil trust and meet the needs of the people	Coordinated Articulation, CAT and RPL initiatives	30. Record of Articulation initiatives	Achieved. Collated report on the progress made on implementing the Articulation Policy for 2021/22. Board approved the report for submission	No target set for this year	No target set for this year			

Programme 5: Contribution to SAQA's Strategic Goals

The unit is responsible for conducting evidence-based research to track the development and implementation of the NQF and to evaluate the impact of the NQF on the people in South Africa.

The five-year focus is on:

- Recommending amendments to current NQF Policies based on research;
- Producing the 2021 NQF Impact Study Report;
- Establishing a new research partnership; and
- Monitoring the implementation of the amended Policies.

Programme 5 contributes to two of the five Outcomes, namely:

- A dynamic NQF that is responsive, adapts to, and supports the changing needs of life-long learning
- Well-articulated quality-assured-qualifications and relevant professional designations that instil trust and meet the needs of the people

Comment on deviations

The were no deviations



Linking performance with budgets

	2024/2025			2023/2024		
PROGRAMME/ACTIVITY/OBJECTIVE	BUDGET	ACTUAL EXPENDITURE	(OVER)/UNDER EXPENDITURE	BUDGET	ACTUAL EXPENDITURE	(OVER)/UNDER EXPENDITURE
	R'000	R'000	R'000	R'000	R'000	R'000
Programme 1: Administration	69406	59557	9849	73727	47251	26476
Programme 2: Recognition and Registration	8480	13615	-5135	11510	11645	-135
Programme 3: Information and Communication Technology	33948	35103	-1155	23131	22626	505
Programme 4: Authentication Services	30219	29795	424	26641	32350	-5,709
Programme 5: Research	5737	6867	-1130	8275	6617	1658
Total	147790	144937	2853	143285	120489	22796

Programme 1: Administration

The programme has spent 86% of its budget to date. A major expense item is largely attributable to building, utilities and maintenance costs.

Programme 2: Registration and Recognition

The programme has spent 161% of its budget to date mainly due to price fluctuations in travel costs.

Programme 3: Information and Communication Technology

ICT Support and maintenance costs continues to be a major expense for the programme and the organisation. Total spending against budget was 103% during the year under review.

Programme 4: Authentication and Ratification Services

No significant variance when comparing the actual vs budget. Spending was in line with expectations.

Programme 5: Research

The programme has spent 103% of its budget to date mainly due to price fluctuations in travel costs

5 REVENUE COLLECTION

	2024/2025			2023/2024		
SOURCES OF REVENUE	ESTIMATE	ACTUAL AMOUNT COLLECTED	(OVER)/UNDER COLLECTION	ESTIMATE	ACTUAL AMOUNT COLLECTED	(OVER)/UNDER COLLECTION
	R'000	R'000	R'000	R'000	R'000	R'000
Government grant	93242	93242	-	89234	89234	-
Evaluation fees	27600	30456	-2856	26336	30048	-3712
Verification fees	15634	11601	4033	14918	14612	306
Professional bodies fees	6956	1124	5832	4637	4168	469
Rental income	-	88	-88	-	103	-103
Sundry income	366	16543	-16177	4349	5806	-1457
Interest received	3992	10242	-6250	3810	4850	1040
Total	147790	163296	-15506	143284	148821	5537

SAQA received a grant on R93,242,000 from the Department of Higher Education and Training as its original allocation. The automation project is still in progress and is expected to be completed by March 2027. SAQA collected R43,181,000 from evaluation fees, verification fees, professional body fees during the financial year. The sundry income is mainly rental income from the Department of Correctional Services; EDTP SETA funding; and income from research projects. Interest received mainly comprises of interest earned on the CPD account during the financial year.

6 CAPITAL INVESTMENT

	2024/2025			2023/2024		
CAPITAL EXPENDITURE	BUDGET	ACTUAL EXPENDITURE	(OVER)/UNDER EXPENDITURE	BUDGET	ACTUAL EXPENDITURE	(OVER)/UNDER EXPENDITURE
	R'000	R'000	R'000	R'000	R'000	R'000
Land and Buildings	-	50	-50	2000	441	1559
IT Equipment	150	1,000	-850	1500	6195	-4695
Motor Vehicles	-	913	-913	-	-	-
Furniture and Fixtures	800	-	800	1200	1,315	-115
Intangible assets	4328	4,774	-446	8040	3366	4674
Total	5278	6738	-1460	12740	11317	1423

During the year a Hyundai Staria motor vehicle was procured for purposes of various travel needs of the organisation which was required since the sale of the SAQA building.

Infrastructure projects

	2024/2025			2023/2024		
INFRASTRUCTURE PROJECTS	BUDGET	ACTUAL EXPENDITURE	(OVER)/UNDER EXPENDITURE	BUDGET	ACTUAL EXPENDITURE	(OVER)/UNDER EXPENDITURE
	R'000	R'000	R'000	R'000	R'000	R'000
	R000	R000	R000	R000	R000	R000
	N/A	N/A	N/A	N/A	N/A	N/A
Total	0	0	0	0	0	0

SAQA does not currently have a capital investment budget or plan

Taking the NQF to the People: Empowering Communities Through the NIC

In April 2024, the South African Qualifications Authority launched the NQF Information Centre (NIC) with a powerful vision—to take the National Qualifications Framework (NQF) beyond policy documents and put it in the hands of the people, especially those in rural and marginalised communities. The NIC has since become a dynamic engine of public education and outreach, bridging the gap between education policy and everyday decision-making on learning and career development. Through strategic partnerships with government departments, NGOs, and schools, the NIC has reached 12,944 individuals in its first year, offering clear, accessible information on registered qualifications, career pathways, and SAQA's vital role in the education and training system. Key achievements in 2024/25 include:

- Empowering Educators and Correctional Services:

61 educators from the Department of Correctional Services and 15 Life Orientation Coordinators received NQF training to better guide inmates and learners. NIC also facilitated sessions for 100 inmates, championing access to accredited learning opportunities.

- School and Career Events: NIC participated in 18 career days and school visits, engaging over 6,800 learners and teachers on the importance of NQF-aligned qualifications.
- Community Blitz Campaigns: At 10 Gauteng taxi ranks, NIC teams connected with 6,000 members of the public, demystifying the NQF and raising awareness about education options.
- Targeted Stakeholder Engagements: From the National Prosecuting Authority to NGOs, NIC tailored

support to various sectors, ensuring accurate and relevant guidance.

The NIC represents a bold step in ensuring no one is left behind. By bringing the NQF directly to communities, SAQA is laying the foundation for a more informed, equitable, and empowered society.



Voicing the Vision: Elevating SAQA's National Presence Through Strategic Communication

In 2024/25, SAQA's Communications sub-unit played a transformative role in amplifying the Authority's voice across South Africa and beyond. With a sharpened focus on national visibility, the team worked tirelessly to ensure that SAQA's purpose, achievements, and impact were communicated with clarity, relevance, and reach.

By combining forces with the dynamic NQF Information Centre (NIC) project, Communications extended its footprint into rural communities, schools, public spaces, and provincial departments—taking the message of the NQF to places often overlooked. These collaborative outreach efforts ensured that the public received accessible, accurate, and engaging information about qualifications, career pathways, and the role of SAQA in safeguarding educational quality.

Internally, the Communications sub-unit partnered closely with every unit across SAQA to tell compelling stories of innovation, resilience, and impact—whether through annual events, campaigns, social media, or strategic publications. From national roadshows and radio interviews to regional engagements and international conferences, Communications ensured SAQA remained a trusted and recognisable presence in the public eye.

This year also marked a period of strategic refinement, with improved visual branding, strengthened media engagement, and clearer messaging that aligned SAQA's voice with its broader organisational goals. The result: a communications approach that not only informs—but inspires. Through coordinated effort, technical alignment, and creative storytelling, the Communications sub-unit has helped position SAQA as a leader in public education, stakeholder engagement, and policy advocacy.



PART C: GOVERNANCE



1 INTRODUCTION

Corporate governance embodies processes and systems by which public entities are directed, controlled and held to account. In addition to legislative requirements based on a public entity's enabling legislation and the Companies Act, corporate governance with regard to public entities is applied through the precepts of the Public Finance Management Act (PFMA) and run in tandem with the principles contained in the King's Report on Corporate Governance. Parliament, the Executive Authority and the Accounting Authority of the public entity are responsible for corporate governance.

2 PORTFOLIO COMMITTEES

In the financial year 2024/25, SAQA presented to the Portfolio Committee on Higher Education on 16 October 2024 to present SAQA's Annual Report 2023/24. The Entity received positive feedback from the Portfolio Committee. The Entity was encouraged to leverage its data and service provision to ensure greater sustainability. The Committee also supported SAQA's plea that the verification of national qualifications, particularly in the public sector, happen through SAQA and not via other third-party businesses.



SAQA Board Members

3 EXECUTIVE AUTHORITY

In the year under review, SAQA submitted the following reports to the Minister: HET: (1) Four performance and finance reports, on 31 July 2024, 31 October 2024, 31 January 2025 and 30 April 2025; (2) Report on Ministerial Guidelines on 30 April 2025; and (3) Report on the System of Collaboration on 30 April 2025.

4 THE ACCOUNTING AUTHORITY / BOARD

Introduction

The SAQA Board is the Accounting Authority in SAQA. As the highest governing structure, the Board provides strategic leadership for, and provides assurance to all stakeholders that SAQA is fulfilling its obligations in terms of the Governance Manual and the National Qualifications Act 67 of 2008, its enabling Act and other relevant prescripts.

The Board exists to oversee corporate objectives and operations of the organisation and act in the best interest of the Executive Authority as the sole shareholder. It serves as the cornerstone of corporate governance, playing a crucial role in several key areas including strategic direction, oversight, financial stewardship, risk management, among other things.

The Board is accountable for its oversight role. This includes setting strategic direction, approving major policies, overseeing management performance, and

ensuring transparent financial reporting. Its accountability also extends to internal controls, audit processes, and corporate risk management. Directors must ensure that systems are in place to detect irregularities, manage compliance, and safeguard the company's reputation.

The SAQA Board reports to the Minister of Higher Education, the Executive Authority for SAQA.

The role of the Board is as follows:

The Board derives its responsibilities from the NQF Act as well as section 49 of the Public Finance Management Act 1 of 1999. In executing its responsibilities the Board must act as the focal point for, and custodian of, corporate governance by managing its relationship with SAQA management, the members and other stakeholders of SAQA along sound corporate governance principles; provide effective leadership on an ethical foundation; ensure that SAQA is, and is seen to be, a responsible corporate citizen by having regard to not only the financial aspects of the business of the SAQA, but also the impact that business operations have on the environment and the society within which it

operates; ensure that the SAQA's ethics are managed effectively, SAQA ensures effective governance of risk through the effective Audit and Risk Committee (ARC) that is chaired by an independent non-executive director.

Board Charter

The SAQA Board Charter, as recommended in the Code of Governance Principles for South Africa - 2009 ("King IV"), is imbedded into the Governance Manual. The Board Charter is further subject to the provisions of the Companies Act 71 of 2008 and other applicable law including the Public Finance Management Act 2 of 1999.

It serves as a yardstick for SAQA's decisions and work to ensure it meets the most demanding ethical standards and demonstrate the highest levels of achievements. Also, as yardstick it should be viewed as part of moral values. All SAQA operations must be aligned with the Charter. The Charter's core values ethical, professional, service-oriented, fiscally responsible, organized, communicative, collaborative, progressive.

5 COMPOSITION OF THE BOARD



Dr James Keevy
Interim Chairperson

Date appointed: 2021-10-04



Ms Jo-Ann Christine Agulhas
Member

Date appointed: 2021-01-01



Mr Bonisile McLaren Gantile
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- Doctorate of Education (Ded)
- Certificate for Distance Education Practitioners
- Master's in Education (Curriculum Studies)
- BEd in Subject Didactics
- Higher Diploma in Education (Postgraduate)
- BSc in Physics and Mathematics
- BSc Honours in Theoretical Physics

AREA OF EXPERTISE

Education Specialist

Board Directorships

- Executive Director and CEO: JET Education Services
- Non-executive director: National Association of Social Change Entities (NASCEE)
- Appointed SAQA Board member
- Groningen Declaration Network, member of Strategic Advisory Council
- Credential Engine, member of CTDL Advisory Group

Other Committees or Task Teams

- SAQA Executive Committee
- SAQA NQF Qualifications Committee

4/4 Meetings attended

QUALIFICATIONS

- BCom from Rhodes University
- Higher Diploma in Education from Rhodes University
- Higher Diploma in Education from Rhodes University

AREA OF EXPERTISE

Education Specialist

Board Directorships

- Appointed SAQA Board member

Other Committees or Task Teams

- SAQA Executive Committee
- SAQA NQF Qualifications Committee

4/4 Meetings attended

QUALIFICATIONS

- BCom
- MSc from the Da Vinci Institute for Technology Management

AREA OF EXPERTISE

- Education Specialist
- ICT

Board Directorships

- Board member of the Southern African Society for Cooperative Education (SASCE)
- Appointed SAQA Board member
- The Innovation Hub Management Company (SoE)

Other Committees or Task Teams

- SAQA Information & Information Technology (I & I&IT) Committee
- Southern African Society for Cooperative Education (SASCE) Executive Committee

4/4 Meetings attended



Dr Linda Meyer
Interim Chairperson

Date appointed: 2021-10-04



Dr Thabo Shadrack Mashongoane
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- PhD (RSA)
- Doctor of Business Administration (USA)
- MBA (UK)
- Post Graduate Diploma in Management Studies (UK)
- BCom (Law)
- BAdmin
- Diplomas and Higher Certificates in the fields of Occupationally Directed Education and Training Development Practice, Labour Relations, Human Resource Management, Human Resource Development, Labour Law

AREA OF EXPERTISE

- Management
- Talent Management
- Business Analysis, Design & Improvements
- Negotiation & Mediation Higher Education Management
- Communication, Presentation & Facilitation Skills
- Financial & Risk Management
- Organisational Transformation & Change Management
- Performance Monitoring & Evaluation
- Governance & Enterprise Risk Management

Board Directorships

- Appointed SAQA Board Member
- Board member of the Higher Education & Training Chamber of the ETDP SETA
- Pension Fund Trustee, NGO Board Member and Chief Negotiator in the Transnet Bargaining Council (Aviation Sector)
- Member of various boards and board standing sub-committees, including HRM, Finance, Audit & Risk, ISM, Bid Adjudication and Strategy Committees.
- Former member of the Department of Justice Audit Committee

Other Committees or Task Teams

- SAQA Audit and Risk Committee
- SAQA Information & Information Technology (I & I&IT) Committee

4/4 Meetings attended

QUALIFICATIONS

- Fitter & Turner Cert.
- NDip Mechanical
- NDip Business Management
- Dip. Human Resources
- NHD Post School Edu
- BTech Edu Management
- PGD Management (M&E)
- PGD Design Thinking & Innovation
- MTech Business Admin
- Ded Education Management

AREA OF EXPERTISE

Education Specialist

Board Directorships

- SAQA Executive Committee
- SAQA Professional Bodies Appeals Committee

Other Committees or Task Teams

- SAQA Executive Committee
- SAQA NQF Qualifications Committee

1/4 Meetings attended



Mr Mark Mamello Mafisa
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- BSc Computer Science
- Post-graduate Diploma in Business Administration
- Leadership Development and MBA from Wits Business School

AREA OF EXPERTISE

- Information Technology Specialist

Board Directorships

- Appointed SAQA Board member

Other Committees or Task Teams

- SAQA Information & Information Technology (I & I&IT) Committee
- Southern African Society for Cooperative Education (SASCE) Executive Committee

4/4 Meetings attended



Ms Anne Kathleen Oberholzer
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- Masters of Education from the University of Natal

AREA OF EXPERTISE

- Educational Assessment

Board Directorships

- Appointed SAQA Board member

Other Committees or Task Teams

- SAQA Executive Committee
- SAQA National and Foreign Qualification Appeals Committee

4/4 Meetings attended



Mr Ashley Olif Benjamin
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- Labour Law Certificate
- Management Development Programme
- Certification Programme in Managing the Employment Processes
- Programme in Human Resource Management

AREA OF EXPERTISE

- Management Development Specialist

Board Directorships

- Management Committee Delegate of the Leather Industry Bargaining Council of South Africa
- Director of Nilaflex Pty Ltd, a wholly-owned company of the
- Labour Job Creation Trust
- Director on the Board of Proudly South Africa (PSA)
- Board Member of the National Skills Authority (NSA)
- Appointed SAQA Board Member

Other Committees or Task Teams

- SAQA Audit and Risk Committee

3/4 Meetings attended



Dr Mafu Rakometsi
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- BA from University of the North
- BA Honours in History
- MA (History)
- Management Development Programme
- PhD from University of the Free State

AREA OF EXPERTISE

- Basic Education Specialist

Board Directorships

- SAQA Board Member
- Member of Umalusi Council
- Member of the QCTO Council
- Member of the CHE Council

Other Committees or Task Teams

- N/A

3/4 Meetings attended



Mr Vijayen Naidoo
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- Baccalaureus Paedagogiae In Science
- BEd Educational Management
- National "N" Diploma (Mechanical) – Department of National Education

AREA OF EXPERTISE

- Education Specialist

Board Directorships

- SAQA Board Member
- Member of QCTO Council
- Member of Umalusi Council
- Member of CHE Council
- Member of NSA Board

Other Committees or Task Teams

- SAQA Professional Bodies Appeals Committee

4/4 Meetings attended



Dr Whitfield Green
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- Higher Diploma in Education
- BSc from the University of Natal/KwaZulu-Natal
- BEd Honours
- Master of Education
- PhD

AREA OF EXPERTISE

- Education Specialist

Board Directorships

- SAQA Board Member
- Member of the CHE Council
- Member of Umalusi Council
- Member of the QCTO Council

Other Committees or Task Teams

- N/A

4/4 Meetings attended



Ms Trudi van Wyk
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- BSc in Mathematics and Chemistry
- BEd in Clinical Pedagogy/Psychology of Education
- Master of Education in Educational Management
- Post Graduate Higher Education Diploma with specialisation in Remedial Education/Special Needs Education
- Further Diploma in Education in Technical Subjects: Civil Engineering
- Presidential Strategic Leadership Development Programme (NQF Level 7)

AREA OF EXPERTISE

- Education and Training Specialist

Board Directorships

- Appointed SAQA Board member
- Member of the QCTO Council

Other Committees or Task Teams

- SAQA NQF Qualifications Committee

3/4 Meetings attended



Ms Nadia Starr
Member

Date appointed: 2021-01-01

QUALIFICATIONS

- Master of Education
- BSocSc (Honours)
- Bachelor of Social Sciences

AREA OF EXPERTISE

- Education Specialist

Board Directorships

- SAQA Board member
- Member of Umalusi Council
- Member of the QCTO Council
- Member of the CHE Council
- Member of the NSA
- Member of the HRDC
- Member of the GDN

Other Committees or Task Teams

- SAQA Executive Committee
- SAQA Professional Bodies Appeals Committee
- SAQA National and Foreign Qualification Appeals

4/4 Meetings attended



Ms Nyawa Dikwayo (CA)SA
Member

Date appointed: 2023-04-24

QUALIFICATIONS

- Master of Philosophy in Development Finance
- Postgraduate Diploma in Applied Accounting Sciences
- Bachelor of Commence in Accounting

AREA OF EXPERTISE

- Education Specialist

Board Directorships

- Chartered Accountant CA(SA)- SAICA membership
- SAICA Northern Region Public Sector Committee member
- Audit and Risk Committee Member:
- Department of Public Service and Administration (DPSA)
- Centre for Public Service Innovation (CPSI)
- South African Diamond and Precious Metals Regulator (SADPMR)
- Independent Member of the Health Professional Council of South Africa (HPSA) Finance and Investment Committee
- Director at NTG Solutions CC

Other Committees or Task Teams

- SAQA Executive Committee
- SAQA Audit and Risk Committee

3/4 Meetings attended



Ms Faseega Solomon
Member

Date appointed: 2023-07-31

QUALIFICATIONS

- Diploma in Education
- BA Degree: Psychology and History
- Advanced Certificate in Education

AREA OF EXPERTISE

- Education Specialist

Board Directorships

- SAQA Board
- National Examination and Assessment Committee (NEAC)
- National Examination Irregularities Committee (NEIC)
- ELRC ECD Work Stream
- The South African Council on Educators (SACE)
- SACE ECD ADHOC Committee
- Member of SACE Professional Development Committee
- ETDP SETA Accounting Authority
- ETDP SETA Schooling and ECD Chamber
- UMALUSI Council

Other Committees or Task Teams

- N/A

3/4 Meetings attended

Committee

COMMITTEE	NO. OF MEETINGS HELD	NO. OF MEMBERS	NAME OF MEMBERS
Executive Committee	3	7	• Dr J Keevy • Ms J Agulhas • Ms N Dikwayo • Ms A Oberholzer • Mr M Mafisa • Dr T Mashongoane • Ms N Starr
NQF QUALIFICATIONS	8	7	• Dr J Keevy • Ms J Agulhas • Ms S Ferndale • Ms N Mansoor • Ms F Nyaka • Mr S Phala • Ms T van Wyk
AUDIT AND RISK COMMITTEE	4	8	• Mr A. Benjamin • Mr S. Maharaj • Dr L. Meyer • Mr O. Mokgoantle • Mr T. Tshikovhi • Mr Z. Mheyamwa • Ms T. Mkhize • Ms M. Dzivhani
INFORMATION & INFORMATION TECHNOLOGY (I&IT) COMMITTEE	4	5	• Ms S. Daya • Mr B. Gantile • Mr M. Mafisa • Mr O. Mokgoantle • Dr L. Meyer

6 RISK MANAGEMENT

SAQA has in place Policy on Risk Management which set out roles and responsibilities and guidelines for the management of risk throughout SAQA.

In terms of Risk Management Framework SAQA Risk Management Committee holds quarterly meetings to monitor risk reporting by the Business Units. Through the operational risk register the Business Units conduct regular risk assessments to determine the effectiveness of its risk management strategy and to identify new and emerging risks and report same to the Risk Management Committee.

The Board has, in terms of Sections 51 (1) (a) (H), 76 (4) (d) and 77 of the PFMA, and the Treasury Regulations 27.1, appointed Audit and Risk Committee. reports to it on the overall system of risk management, especially the mitigation of unacceptable levels of risk. SAQA Board is further mandated in terms of section 16 of the National Qualification Framework Act, No. 67 of

2008 to form the Audit and Risk Committee. Audit and Risk Committee reports to Board on the overall system of risk management, especially the mitigation of unacceptable levels of risk. The Committee further performs its functions in line with SAQA strategic plan.

The Audit and Risk Committee holds quarterly meetings to interrogate the financial controls, corporate accountability, and the associated risks in terms of management assurance and financial reporting advises the public entity on risk management and independently monitors the effectiveness of the system of risk management. The Committee has conducted oversight in the development and maintenance of the Strategic Risk Register

SAQA definitely sees progress in the management of risks, and this has transmitted into improvements in the entity's performance, same of which is reflected in the constant clean audit reports.



7 INTERNAL AUDIT AND AUDIT COMMITTEES

SAQA outsources its internal audit function due to the nature and size of its staff complement. The current internal auditors are Pholela Business Advisory, and the Audit and Risk Committee reviewed their audit reports.

Among other things the internal auditors assist management and the ARC of the SAQA in the effective discharge of their responsibilities by providing assurance on various organisational processes, plans and programmes; thus, furnishing them with analyses, appraisals, recommendations, advice and information concerning the activities reviewed and by promoting adequate and effective controls; Review the systems of internal control to ascertain whether they are functioning as designed; Perform annual risk assessments based on inputs from the governance, legal, risk and compliance division, the external auditors and their evaluation of environmental factors impacting the organisation, from which internal audit plans will be developed.

NAME	QUALIFICATIONS	INTERNAL OR EXTERNAL	IF INTERNAL, POSITION IN THE PUBLIC ENTITY	DATE APPOINTED	DATE RESIGNED	NO. OF MEETINGS ATTENDED
Mr A. Benjamin	Labour Law Certificate from University of the Western Cape; Management Development Programme from University of the Western Cape; Certification Programme in Managing the Employment Process from University of South Africa; Programme in Human Resource Management from University of South Africa.	External		26 July 2019		4/4
Ms N. Dikwayo	Master of Philosophy in Development Finance; Postgraduate Diploma in Applied Accounting Sciences; Bachelor of Commerce in Accounting.	External		27 July 2023		3/4
Mr B. Gutshwa	Master of Commerce: Banking and Financial Risk Management; Certified Risk Management Professional; Bachelor of Accounting Science (BCompt); Post-Graduate Diploma in Risk Management.	External		9 April 2024		4/4

NAME	QUALIFICATIONS	INTERNAL OR EXTERNAL	IF INTERNAL, POSITION IN THE PUBLIC ENTITY	DATE APPOINTED	DATE RESIGNED	NO. OF MEETINGS ATTENDED
Dr L. Meyer	Doctor of Philosophy (RSA); Doctor of Business Administration (USA); Masters of Business Administration (UK); Post Graduate Diploma in Management Studies (UK); Bachelor of Commerce (Law) (RSA); Bachelor of Business Administration (USA); Diplomas and Higher Certificates in the fields of Occupationally Directed. Education and Training Development Practice, Labour Relations, Human Resource Management, Human Resource Development, and Labour Law.	External		5 March 2021		4/4
Mr O. Mokgoantle	Master's in Business Management (Specialising in Strategic Management) (UJ); B Com (Acc) (Hons & CTA) (UN); B Com (Acc) (UWC); H Diploma in Computer Auditing (WITS); Advanced Post-graduate Certificate in Taxation (UNISA); IAT (IIASA); CISA (ISACA); CGEIT (ISACA); CRISC (ISACA);	External		1 January 2024		4/4
Ms M. Dzivhani	Bcom Hons(Accounting Sciences) – UNISA; Bcom (Accounting) – Wits; University MDPplus – GIBS.	External		1 January 2024		4/4

8 COMPLIANCE WITH LAWS AND REGULATIONS

SAQA manages compliance with regulations and relevant legal prescripts applicable to SAQA operations through the Compliance Universe which SAQA personnel must take cognisance of when executing their various tasks. SAQA Management conducts constant monitoring and oversight and reports annually regarding the compliance status of the entity. The Compliance Universe is also reviewed and approved by the Board annually.

9 FRAUD AND CORRUPTION

SAQA maintained its internal policies on fraud prevention and detection and fraud reporting during the year. These policies, inter alia, make allowance for whistle-blowing and anonymous reporting.

The CEO must report all fraud and corruption cases to the Board.
SAQA did not have any cases of fraud reported during the 2024/25 financial year.

10 MINIMISING CONFLICT OF INTEREST

Every SAQA employee signs the declarations of interest which are kept by the SCM department, and same updated as and when the employee situation changes. The Auditor General on an annual basis ran the CAATS and the results are followed up by SAQA to eliminate the risks.

11 CODE OF CONDUCT

SAQA subscribes to the principles of good corporate governance and recognises its positive impact in ensuring good management, improved performance and good stewardship. SAQA further recognises the Code of Conduct as the backbone of good corporate governance. To ensure that it is set at a right tone the adopted Code of Ethics has been embedded into the Governance Manual to ensure proper awareness of the rules of procedure, code of ethics and values by the Members of the Board and its Committees and the entire SAQA staff compliment. The SAQA staff members were continuously oriented with regard to the Code of Ethics and the importance of adherence thereto to ensure quality and high standard of service provided at every level of SAQA operations.

12 HEALTH SAFETY AND ENVIRONMENTAL ISSUES

SAQA continues to comply with the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) as amended, and other relevant legislation. It maintains a safe working environment for its employees and visitors. The Occupational Health and Safety Committee met quarterly during the reporting period and monitored their compliance with the health and safety policy.

13 SOCIAL RESPONSIBILITY

SAQA remains committed to contributing positively to society, beyond its core legislative mandate. In 2024/25, the organisation undertook several initiatives aimed at promoting education, supporting communities, and fostering a culture of social responsibility among staff.

A key area of impact has been SAQA's ongoing outreach through the National Information Centre (NIC) project, which continues to bring information about qualifications and lifelong learning opportunities to under-served communities, particularly in rural areas. By participating in local road shows, school visits, and public information sessions, SAQA has helped empower individuals to make informed decisions about their education and career pathways.

The organisation also prioritises collaboration with public libraries, community groups, and youth centres as part of its broader community engagement strategy. In the past year, SAQA partnered with local schools to raise awareness about the risks of qualification fraud and the importance of verifying qualifications, thus contributing to public trust in the education and training system. Several donations of computers and other relevant equipment were made.

In alignment with national values and the spirit of Mandela Day, SAQA staff members actively participated in community upliftment activities. These included donations of educational materials, and school renovation, volunteering time to refurbish learning spaces and supporting food relief programmes in selected communities.

Environmental awareness remains an area for further development. While SAQA promotes sustainable office practices, it aims to strengthen its focus on environmental sustainability initiatives in the coming years.

Through these and future initiatives, SAQA continues to reinforce its dedication to the broader social and developmental goals of South Africa, ensuring that its work contributes to both individual empowerment and the advancement of the nation as a whole.





14 AUDIT COMMITTEE REPORT

We are pleased to present our report for the financial year ended 31 March 2025.

Audit Committee Responsibility

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

The Effectiveness of Internal Control

Our review of the findings of the Internal Audit work, which was based on the risk assessments conducted in the public entity revealed certain weaknesses, which were then raised with the public entity.

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

- Governance Stakeholder Relations Communications – Audit of Performance Information
- Corporate Services – Review of Annual Financial Statements

- Corporate Services – Follow up on the previous audit findings

The committee's review of the findings identified by the internal and external auditors reveals that the control environment, as well as risk management and governance processes, are generally adequate and effective.

In-Year Management and Monthly/Quarterly Report

The public entity has submitted monthly and quarterly reports to the Executive Authority.

Evaluation of Financial Statements

We have reviewed the annual financial statements prepared by the public entity.

Auditor's Report

We have reviewed the public entity's implementation plan for audit issues raised in the prior year and we are satisfied that the matters have been adequately.

The committee concurs and accepts the conclusions of the external auditor 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.

We would like to express our appreciation to the Accounting Authority for their leadership and support, as well as all other assurance providers, and most importantly commend SAQA on achieving a 3rd consecutive “clean” audit outcome (unqualified with no material findings).

Oupa Mokgoantle

Mr Oupa Mokgoantle
Chairperson of the Audit and Risk
Committee South African
Qualifications Authority
Date: 30 July 2025

15 B-BBEE COMPLIANCE PERFORMANCE INFORMATION

The following table has been completed in accordance with the compliance to the BBBEE requirements of the BBBEE Act of 2013 and as determined by the Department of Trade, Industry and Competition.

HAS THE DEPARTMENT / PUBLIC ENTITY APPLIED ANY RELEVANT CODE OF GOOD PRACTICE (B-BBEE CERTIFICATE LEVELS 1 – 8) WITH REGARDS TO THE FOLLOWING:

Criteria	Response Yes / No	Discussion (include a discussion on your response and indicate what measures have been taken to comply)
Determining qualification criteria for the issuing of licences, concessions or other authorisations in respect of economic activity in terms of any law?	No.	SAQA never set BEE Pre-Qualifying criteria.
Developing and implementing a preferential procurement policy?	Yes.	The preferential procurement-specific points are depicted in the SAQA SCM Procedures as these may change from time to time and from one bid to the other
Determining qualification criteria for the sale of state-owned enterprises?	No.	This is not part of the SAQA mandate.
Developing criteria for entering into partnerships with the private sector?	No.	SAQA is not part of any PPP arrangements.
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	No.	This is not part of the SAQA mandate and is unfunded.





**IGAD Regional
Learning
Exchange Visit to
the South African
Qualifications
Authority**



SAQA CEO Breakfast and Professional Body Forum

The event served as a platform for critical discussions on the future of professional bodies within the National Qualifications Framework (NQF).

ID INSTITUTE OF
DIRECTORS
SOUTH AFRICA



PART D HUMAN RESOURCE MANAGEMENT



1 THE ACCOUNTING AUTHORITY / BOARD

In order to deliver on its mandate and to build a strong brand, it is important for SAQA to have skilled and motivated employees. In view of this, the entity adopted a performance and employee-centred approach in attracting and retaining the best talent. It is our aim to make SAQA the employer of choice for current and future employees.

The Human Resources (HR) unit focused on supporting the organisation's strategic goals by promoting a values-based culture, prioritizing employee well-being, and strengthening learning and development. Interventions.

Employee wellness remained another area of focus,

with several initiatives implemented to support staff well-being through a healthy work environment.

Learning and development continued through a mix of internal and external training interventions, alongside the administration of the employee bursary programme. These efforts support individual growth and capability building within the organization. SAQA used online learning platforms as part of the training toolbox. This was done in ways that did not compromise employee and data privacy.

An unintended consequence of a large investment in the upskilling of one's workforce is that employees potentially become highly sought-after. To retain top talent, SAQA fostered a culture that ensured staff retention. HR managed

the employees' desire for improved work/life balance by effectively managing the opportunities and challenges around flexible working arrangements.

While remote work offers the chance for greater employee satisfaction and attraction of talent from both the private and public sector, it also requires overcoming obstacles to a cohesive corporate culture, maintaining team cohesion, and ensuring consistent lines of communication and accountability are in place. HR had to ensure that employees saw the value of coming into the workplace. SAQA House provided opportunities for collaborative productivity, professional development and networking that cannot be replicated remotely. The hybrid work mode enabled a healthy balance.

2 HUMAN RESOURCE OVERSIGHT STATISTICS

2.1 Personnel related expenditure

Personnel Cost by programme

PROGRAMME	TOTAL EXPENDITURE	PERSONNEL EXPENDITURE	PERSONNEL EXPENDITURE AS A % OF TOTAL EXPENDITURE	NO. OF EMPLOYEES	AVERAGE COST PER EMPLOYEE
Programme 1: Administration & Support	59 557	30 045	50%	42	715

PROGRAMME	TOTAL EXPENDITURE	PERSONNEL EXPENDITURE	PERSONNEL EXPENDITURE AS A % OF TOTAL EXPENDITURE	NO. OF EMPLOYEES	AVERAGE COST PER EMPLOYEE
Programme 2: Authentication Services	13 616	10 778	79%	19	567
Programme 3: NQF MIS and Statistics	35 103	12 116	35%	7	1 731
Programme 4: Recognition and Registration of Qualifications and Part Qualifications	29 795	14 082	47%	9	1 565
Programme 5: Research	6 867	5 111	74%	5	1 022
Total	144 937	72 132	50%	82	880

Personnel cost by Occupational level

OCCUPATIONAL LEVEL	PERSONNEL EXPENDITURE	% OF PERSONNEL EXPENDITURE TO TOTAL PERSONNEL COST	NO. OF EMPLOYEES	AVERAGE COST PER EMPLOYEE
Top Management	5 705	8%	3	1 902
Senior Management	10 985	15%	7	1 569
Professionally qualified	14 625	20%	12	1 219
Skilled	29 601	41%	56	529
Semi-skilled	11 216	16%	4	2 804
Unskilled	0	0	0	0
Total	72 132	100%	82	880

Performance Rewards

OCCUPATIONAL LEVEL	PERFORMANCE REWARDS	PERSONNEL EXPENDITURE	PERFORMANCE REWARDS AS A % OF TOTAL PERSONNEL COST
Top Management	376	5 705	7%
Senior Management	913	10 985	8%
Professionally qualified	848	14 625	6%
Skilled	1 777	29 601	6%
Semi-skilled	913	11 216	8%
Unskilled	0	0	0
Total	4 605	72 132	6%

Salary adjustments for the 2024/25 financial year were implemented in line with the Directive and Guidelines issued by the Department of Public Service and Administration (DPSA).

The way the entity remunerates and rewards its employees reflected the dynamics of the market and context in which it operates. This played a critical role in attracting, motivating and retaining highly performing individuals, thereby supporting the entity's strategic objectives. Top performers were recognised and rewarded according to their performance, skills and expertise.

Remuneration was implemented openly and transparently, whilst managing the total cost of employment in line with the entity's financial position and sustainability. Performance bonuses were paid to qualifying staff members, recognising and rewarding their contributions toward organisational goals. This forms part of SAQA's broader efforts to promote a culture of performance, motivation, recognition and retention.

Training Costs

ACTIVITY	PERSONNEL EXPENDITURE	TRAINING EXPENDITURE	TRAINING EXPENDITURE AS A % OF PERSONNEL COST	NO. OF EMPLOYEES TRAINED	AVERAGE TRAINING COST PER EMPLOYEE
All staff training	72 132	627	1%	81	880

Learning is a lifelong journey; therefore, the entity expanded its employees' knowledge and skill set through continuous learning and development.

Automation and other digital innovations reshaped work and revolutionised business processes, tasks and delivery modes. Employees were keen to learn new ways of conducting business. SAQA continued to provide financial study assistance to staff members. Thirteen (13) employees were funded to study towards formal qualifications, from their first bachelor's degree to PhD.

Employment and vacancies

OCCUPATIONAL LEVEL	2023/2024 NO. OF EMPLOYEES	2024/2025 APPROVED POSTS	2024/2025 NO. OF EMPLOYEES	2024/2025 VACANCIES	% OF VACANCIES
Top Management	3	3	3	0	0%
Senior Management	5	7	7	0	0%
Professionally qualified	11	15	12	3	25%
Skilled	53	58	56	2	4%
Semi-skilled	4	4	4	0	0%
Unskilled	0	0	0	0	0%
Total	76	87	82	5	6%



Continued progress was made in strengthening the talent pipeline and enhancing workforce capacity throughout the year. Vacancies were filled within three months of being advertised, with the exception of positions that require scarce or critical skills. In response to this, more targeted sourcing strategies were explored to fill these vacancies.

The 24-month internship programme, hosted in partnership with the various SETAs, was successfully implemented, providing workplace exposure and skills development opportunities to young graduates.

Efforts to retain talent remain a key focus, with ongoing initiatives aimed at fostering a supportive work environment, recognising employee contributions, and promoting career growth opportunities.

Employment changes

LEVEL	NO OF EMPLOYEES AT THE BEGINNING OF THE YEAR	APPOINTMENTS	TERMINATIONS	NO OF EMPLOYEES AT THE END OF THE YEAR
Top Management	3	0	0	3
Senior Management	5	2	0	7

Reasons for leaving

REASON	NUMBER OF INCIDENTS	PERCENTAGE
Death	0	0%
Resignation	1	100%
Dismissal	0	0%
Retirement	0	0%
Ill-health	0	0%
Other	0	0%
Total	1	100%

Staff turnover decreased compared to the previous year, reflecting a stable workforce and the ongoing effectiveness of initiatives aimed at enhancing employee engagement and retention.

Except for a fixed term contract that expired, only one employee resigned.



Labour Relations: Misconduct and disciplinary action

NATURE OF DISCIPLINARY ACTION	NUMBER OF INCIDENTS
Verbal Warning	0
Written Warning	1
Final Written warning	0
Dismissal	0
Total	1

Staff turnover decreased compared to the previous year, reflecting a stable workforce and the ongoing effectiveness of initiatives aimed at enhancing employee engagement and retention.

Except for a fixed term contract that expired, only one employee resigned.

Employment Equity Status

MALES								
	African		Coloured		Indian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	2	2	0	0	0	0	0	0
Senior Management	0	0	1	1	0	0	1	1
Professionally qualified	3	5	0	0	1	1	0	0
Skilled	25	23	1	1	1	1	1	2
Semi-skilled	2	2	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
Total	32	32	2	2	2	2	2	3

FEMALES								
	African		Coloured		Indian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	0	0	1	1	0	0	0	0
Senior Management	3	3	0	0	0	0	2	2
Professionally qualified	4	5	0	0	0	0	2	2
Skilled	26	27	1	1	1	1	0	2
Semi-skilled	1	1	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
Total	34	36	2	2	1	1	4	6

STAFF WITH DISABILITIES				
	Male		Female	
	Current	Target	Current	Target
Top Management	0	0	0	0
Senior Management	0	0	0	0
Professionally qualified	0	0	0	0
Skilled	0	0	1	1
Semi-skilled	0	1	0	0
Unskilled	0	0	0	0
Total	0	1	1	1



SAQA's Employment Equity targets were aligned to the national demographics and ensured a more diverse and representative organisation. Race and gender targets were met.

The entity aimed to achieve a 2% representation of employees with disabilities as part of its organisational goals. To support this, ongoing efforts were put in place to implement targeted initiatives and inclusive recruitment strategies. At the end of the financial year, the entity achieved 1% representation of employees with disabilities.

PART E: PFMA COMPLIANCE REPORT



1 IRREGULAR, FRUITLESS AND WASTEFUL EXPENDITURE AND MATERIAL LOSSES

1.1. Irregular expenditure

a) Reconciliation of irregular expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	-	-
Adjustment to opening balance	-	-
Opening balance as restated	-	-
Add: Irregular expenditure confirmed	-	-
Less: Irregular expenditure condoned	-	-
Less: Irregular expenditure not condoned and removed	-	-
Less: Irregular expenditure recoverable ¹	-	-
Less: Irregular expenditure not recoverable and written off	-	-
Closing balance	-	-

Include discussion here where deemed relevant.

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure that was under assessment	-	-
Irregular expenditure that relates to the prior year and identified in the current year	-	-
Irregular expenditure for the current year	-	-
Total	-	-

Include discussion here where deemed relevant.¹

¹ Transfer to receivables

b) *Details of irregular expenditure (under assessment, determination, and investigation)*

Description ²	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure under assessment	-	-
Irregular expenditure under determination	-	-
Irregular expenditure under investigation	-	-
Total	-	-

Include discussion here where deemed relevant.

c) *Details of irregular expenditure condoned*

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure condoned	-	-
Total	-	-

Include discussion here where deemed relevant.

d) *Details of irregular expenditure removed - (not condoned)*

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure NOT condoned and removed	-	-
Total	-	-

Include discussion here where deemed relevant.

e) *Details of irregular expenditure recoverable*

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure recoverable	-	-
Total	-	-

Include discussion here where deemed relevant.

² Group similar items

f) *Details of current and previous year irregular expenditure written off (irrecoverable)*

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure written off	-	-
Total	-	-

Include discussion here where deemed relevant.

b) *Details of irregular expenditure where an institution is involved in an inter-institutional arrangement (where such institution is responsible for the non-compliance)³*

Description	2024/2025	2023/2024
	R'000	R'000
None	-	-
Total	-	-

Include discussion here where deemed relevant.

1.2. Additional disclosure relating to Inter-Institutional Arrangements

a) *Details of non-compliance cases where an institution is involved in an inter-institutional arrangement (where such institution is not responsible for the non-compliance)*

Description
None
Total

Include discussion here where deemed relevant.¹

c) *Details of disciplinary or criminal steps taken as a result of irregular expenditure*

Disciplinary steps taken
None

Include discussion here where deemed relevant.

³ Refer to paragraphs 3.12, 3.13 and 3.14 of Annexure A (PFMA Compliance and Reporting Framework) to National Treasury Instruction No. 4 of 2022/2023

1.3. Fruitless and wasteful expenditure

a) *Reconciliation of fruitless and wasteful expenditure*

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	-	-
Adjustment to opening balance	-	-
Opening balance as restated	-	-
Add: Fruitless and wasteful expenditure confirmed		
Less: Fruitless and wasteful expenditure recoverable ⁴		
Less: Fruitless and wasteful expenditure not recoverable and written off		
Closing balance	-	-

Include discussion here where deemed relevant.

Reconciling notes

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure that was under assessment	-	-
Fruitless and wasteful expenditure that relates to the prior year and identified in the current year	-	-
Fruitless and wasteful expenditure for the current year	-	-
Total	-	-

⁴ Transfer to receivables

⁵ Group similar items

b) *Details of fruitless and wasteful expenditure (under assessment, determination, and investigation)*

Description ⁵	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure under assessment	-	-
Fruitless and wasteful expenditure under determination	-	-
Fruitless and wasteful expenditure under investigation	-	-
Total	-	-

Include discussion here where deemed relevant.

c) *Details of fruitless and wasteful expenditure recoverable*

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure recoverable	-	-
Total	-	-

Include discussion here where deemed relevant.

d) *Details of fruitless and wasteful expenditure not recoverable and written off*

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure recoverable	-	-
Total	-	-

Include discussion here where deemed relevant.

e) *Details of disciplinary or criminal steps taken as a result of fruitless and wasteful expenditure*

Disciplinary steps taken
None

Include discussion here where deemed relevant.



1.4. Additional disclosure relating to material losses in terms of PFMA Section 55(2)(b)(i) &(iii)⁶

a) Details of material losses through criminal conduct

Material losses through criminal conduct	2024/2025	2023/2024
	R'000	R'000
Theft	-	-
Other material losses	-	-
Less: Recoverable	-	-
Less: Not recoverable and written off	-	-
Total	-	-

Include discussion here where deemed relevant.

b) Details of other material losses

Nature of other material losses	2024/2025	2023/2024
	R'000	R'000
	-	-
	-	-
	-	-
Total	-	-

Include discussion here where deemed relevant and criminal or disciplinary steps taken by the institution. ¹

c) Other material losses recoverable

Nature of losses	2024/2025	2023/2024
	R'000	R'000
	-	-
	-	-
	-	-
	-	-
Total	-	-

Include discussion here where deemed relevant.

d) Other material losses not recoverable and written off

Nature of losses	2024/2025	2023/2024
	R'000	R'000
	-	-
	-	-
	-	-
Total	-	-

Include discussion here where deemed relevant.

⁶ Information related to material losses must also be disclosed in the annual financial statements.

2. LATE AND/OR NON-PAYMENT OF SUPPLIERS

Description	Number of invoices	Consolidated Value
		R'000
Valid invoices received		
Invoices paid within 30 days or agreed period		
Invoices paid after 30 days or agreed period		
Invoices older than 30 days or agreed period (<i>unpaid and without dispute</i>)		
Invoices older than 30 days or agreed period (<i>unpaid and in dispute</i>)		

Include reasons for the late and or non-payment of invoices, including reasons that the invoices are in dispute, where applicable.

3. SUPPLY CHAIN MANAGEMENT

3.1. Procurement by other means

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract
Renewal of Oracle License for NLRD For 12 Months	Oracle Corporation (Pty) Ltd	Sole Source	PO00057312	297
Microsoft Services	Microsoft Ireland	Sole Source	Enterprise Agreement	249 USD renewable per year
Activation Keys for Edu.Dex System	Praxis Computing	Sole Source	Purchase Order as and when required	115
Renewal of Convene Licence	Ability Holdings	Sole Source	Purchase Order	209
Hosting of SAQA Data Centre at Teraco	Bottomline IT	Single Source	Appointment Letter	1 620
Purchase of Hyundai Staria 2.2 Executive Bus T/A	Hyundai Hatfield	Cheaper option than the National Treasury RT57 -2022	Purchase Order	960
VIP Security Services	Wits School of Business	Single Source - WITS provided free venue and SAQA had to use only contractors and resources contracted to WITS	Purchase Order	10



Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract
Catering Services	Gourmet Food Services	Single Source - WITS provided free venue and SAQA had to use only contractors and resources contract-ed to WITS	Purchase Order	128
Renewal of Convene Licenses	Ability Holdings 35 CC T/A Convene	Sole Source	Approved Memo	209
SAQA Labour Court Matter	EX- SAQA Employees as Consultants	Key Witnesses on SAQA Labour Matter	Approved Memo	All consultancy appointments are DPSA Rates Based
Edu.Dex Activation Keys	Praxis KZN (Pty) Ltd	Sole Source	Approved Memo	115
Caseware Licenses	Adapt IT	Sole Source	Approved Memo	140
Catering and Venue Hire	Nelson Mandela University	Single Source	Approved Memo	28
Tenant Fit - Out Project	Mindset Trading 36 (Pty) Ltd	Limited Bidding	Approved Memo	15 000
Total				22 892

3.2. Contract variations and expansions.

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
				R'000	R'000	R'000
Microsoft Software Licenses	Intdev Internet Technologies	Variation	PO00056350	716	-	107
Provision of Internet Services, PABX, LAN/WAN Connectivity and Managed Security to SAQA for 36 months	Mubvumela Corporation (Pty) Ltd T/A MBVIT	Expansion	SLA	9 939	-	1 490
Supply, Install and Configure, the Storage Area Network (SAN) with Maintenance and Support of 60 months.	Bottomline IT	Expansion	SLA	5 986	-	898

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
				R'000	R'000	R'000
Support and Maintenance for the VMWare Data Centre, Veeam Backup and Replication, IBM Spectrum protect, AIX/Linux servers, and Windows Servers for 12 months	Bottomline IT	Expansion	SLA	759	-	114
Provide Microsoft Environment Licenses and Azure Services to SAQA for 36 months.	Global Computing and Telecom	Expansion	SLA	11 044	-	1 657
Provision of National and International Courier Services to SAQA for 60 months	Postnet Brooklyn	Variation	SLA	12 000	-	-
Provisioning of Human Resources Consulting Services and Change Management support	Empower Talent	Expansion	SLA	990	-	148
Provision of Short-Term Insurance Services to SAQA for 12 Months	Maksure Financial Services	Variation	SLA	448	-	59
Maintenance and Support of ACCPAC and Sage VIP Systems	Phuthumani IT Solutions	Variation	SLA	1 000	-	-
Provision of Offsite Storage	Metrofile	Variation	SLA	495	-	74
Business Process Automation Services	Makhongele Projects	Variation	SLA	19 977	-	-
Total				63 354	-	4 547



Project Phoenix Update: Accelerating SAQA's Digital Transformation

During the 2024-2025 financial year, SAQA achieved key milestones in Project Phoenix, our flagship automation initiative. The successful launch of the Foreign Qualification Module on 4 February 2025 marked the completion of Phase 1, delivering a fully automated, end-to-end system for processing Foreign Qualification Evaluations. This system streamlines transaction processing, enhances data integrity, and integrates seamlessly with existing accounting and payment platforms, significantly improving the applicant experience and operational efficiency. Facilitate access to and mobility and progression within education, training, and career paths;

Enhance the quality of education and training; and
Accelerate the redress of past unfair discrimination in education, training, and employment opportunities.
These objectives are designed to contribute to the full personal development of each learner and the social and economic development of the nation at large.

Looking ahead, Phase 2 (2025-2026) will focus on developing an Appeals Module, automating national qualification verifications, and enhancing document review workflows. These enhancements are critical for robust application tracking and will further strengthen our data-driven decision-making capabilities.

The project also includes business process reengineering and the adoption of advanced technologies such as Artificial Intelligence and machine learning to accelerate processing times and improve service delivery.

Additionally, the Recognition and Registration system is in pilot and will be fully deployed in the next fiscal year, enabling Quality Councils—including QCTO, Umalusi, and the Council for Higher Education—to efficiently register and manage full and part qualifications. A new data validation and submission tool is also in development and will go live next year. All systems are being deployed in a secure cloud environment, supporting 24/7 operations and ensuring business continuity. In the coming year, our focus will be on optimising these platforms to ensure seamless integration, minimise revenue risk, and support SAQA's strategic objectives.



Project Phoenix



PART F: FINANCIAL INFORMATION



The Chairperson of the accounting authority South African Qualifications Authority
 Lourie Place, 189 Lunnon Road
 Hillcrest Office Park Hillcrest
 Pretoria 0083

30 July 2025

Dear Sir

Report of the Auditor-General on the financial statements, annual performance report, compliance with legislation and other legal and regulatory requirements of South African Qualifications Authority for the year ended 31 March 2025

1. The above-mentioned report of the Auditor-General is submitted herewith in terms of section 21(1) of the Public Audit Act No. 25 of 2004 (PAA) read in conjunction with section 188 of the Constitution of the Republic of South Africa section 40(2) of the Public Finance Management Act 1 of 1999 (PFMA).
2. We have not yet received the other information that will be included in the annual report with the audited financial statements and the annual performance report and have thus not been able to establish whether there are any inconsistencies between this information and the audited financial statements, the annual performance report or our report on compliance with legislation. You are requested to supply this information as soon as possible. Once this information is received it will be read and should any inconsistencies be identified these will be communicated to you and you will be requested to make the necessary corrections. Should the corrections not be made we will amend and reissue the audit report.
3. In terms of section 55(1)(d) of the PFMA you are required to include the auditor's report in the South African Qualifications Authority annual report to be tabled.
4. Prior to printing or copying the annual report which will include the auditor's report you are required to do the following:
 - Submit the final printer's proof of the annual report to the relevant senior manager of the Auditor-General of South Africa for verification of the audit-related references in the auditor's report and for confirmation that the financial statements, annual performance report and other information are those documents that have been

read and audited. Special care should be taken with the page references in your report, since an incorrect reference could have audit implications.

- The signature Auditor-General in the handwriting of the auditor authorised to sign the audit report at the end of the hard copy of the audit report should be scanned in when preparing to print the report. This signature, as well as the place and date of signing and the Auditor General of South Africa's logo, should appear at the end of the report, as in the hard copy that is provided to you. The official logo will be made available to you in electronic format.
5. Please notify the undersigned senior manager well in advance of the date on which the annual report containing this audit report will be tabled.
 6. The confidentiality of information obtained in an engagement must be observed at all times. In terms of section 50 of the PAA and the International Code of Ethics for Professional Accountants of the International Ethics Standards Board for Accountants (including International Independence Standards), members of the staff of the Auditor General (AG), or an audit firm appointed in terms of section 25 of the PAA, may not disclose or make available any information obtained during an audit, other than the final auditor's report, to any third party without the permission of the AG or his/her delegate, unless this is to a legislature or internal committee of a legislature or a court in a criminal matter..
 7. Until the steps described in paragraphs 2 and 4 of this document are completed and the annual report is tabled as required by section 65(1) of the PFMA, the audit report is not a final and public document and you are therefore requested to treat it as confidential.
 8. Your cooperation to ensure that all these requirements are met would be much appreciated.

Kindly acknowledge receipt of this letter.

Yours sincerely

Signed


 Mhlengi Phungula : National F

Enquiries: Mhlengi Phungula

Email : Mhlengip@agsa.co.za

Report of the auditor-general to Parliament on the South African Qualifications Authority

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the South African Qualifications Authority (SAQA) set out on pages 101 to 165, which comprise the Statement of financial position as at 31 March 2025 statement of financial performance, statement of changes in net assets, cash flow statement and statement of comparison of budget information with actual information for the year then ended, as well as notes to the financial statements, including material accounting policy information.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the SAQA as at 31 March 2025 and its financial performance and cash flows for the year then ended in accordance with the Generally Recognised Accounting Practice (GRAP) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA).

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 financial statements section of my report.
4. I am independent of the public entity 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.

Responsibilities of the accounting authority for the financial statements

6. The accounting authority is responsible for the preparation and fair presentation of the financial statements in accordance with the Standards of GRAP and the requirements of the PFMA, and for such internal control as the accounting authority

determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

7. In preparing the financial statements, the accounting authority is responsible operations or the public entity's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting

Responsibilities of the auditor-general for the audit of the financial statements

8. 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.
9. 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 at page 98, forms part of my auditor's report.

Report on the annual performance report

10. 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 information against predetermined objectives for the selected material performance indicator presented in the annual performance report. The accounting authority is responsible for the preparation of the annual performance report.
11. I selected the following material performance indicator related to registration and recognition presented in the annual performance report for the year ended 31 March 2025. I selected this indicator that measure the public entity's performance on its primary mandated functions and that are of significant national, community or public interest.
 - Streamlined processes and improved turnaround times
12. I evaluated the reported performance information for the selected material performance indicator 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 public entity's planning and delivery on its mandate and objectives.

13. I performed procedures to test whether:

- the indicators used for planning and reporting on performance can be linked directly to the public entity's mandate and the achievement of its planned objectives
- all the indicators relevant for measuring the public entity's performance against its primary mandated and prioritised functions and planned objectives are included
- the indicators are well defined to ensure that they are easy to understand and can be applied consistently, as well as verifiable so that I can confirm the methods and processes to be used for measuring achievements
- the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be
- delivered and by when, the required level of performance as well as how performance will be evaluated
- the indicators and targets reported on in the annual performance report are the same as those committed to in the approved initial or revised planning documents
- the reported performance information is presented in the annual performance report in the prescribed manner
- there is adequate supporting evidence for the achievements reported.

14. I performed the procedures to report material findings only; and not to express an assurance opinion or conclusion.
15. I did not identify any material findings on the reported performance information for the selected indicators.

Other matter

I draw attention to the matter below.

16. I draw attention to the matter below.

Achievement of planned targets

17. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- or under- achievements.
18. 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 are included in the annual performance report on page 17.

Programme 2: Registration and recognition

Targets achieved: 88%		
Budget spent: 161%		
Key indicator not achieved	Planned target	Reported achievement
Streamlined processes and improved turnaround time	Register qualifications recommended by QCs that met all SAQA's criteria within 70 working days of submission	88% (224 qualifications recommended by QC that met all SAQA's criteria were registered within 70 working days of submission)

Report on compliance with legislation

19. 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 authority is responsible for the public entity's compliance with legislation.
20. 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.

21. 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 public entity, 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.
22. I did not identify any material non-compliance with the selected legislative requirements.

Other information in the annual report

23. The accounting authority is responsible for the other information included in the annual report which includes the audit committee's report. The other information referred to does not include the financial statements, the auditor's report and those selected material indicators in the scoped-in programme presented in the annual performance report that have been specifically reported on in this auditor's report.
24. My opinion on the financial statements and my reports on the audit of the annual performance report and compliance with legislation do 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.
25. 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 material indicators in the scoped-in programme presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
26. I did not receive the other information prior to the audit date of the auditor's report. When I do receive and read this information, 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

27. 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.

28. I did not identify any significant deficiencies in internal control

Auditor - General

Pretoria

30 July 2025



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

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 material performance indicators and on the public entity's compliance with selected requirements in key legislation.

Financial statements

In addition to my responsibility for the audit of the 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 public entity'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 public entity 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 public entity 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 authority 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 authority 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

The selected legislative requirements are as follows.

Legislation	Sections or regulations
Public Finance Management Act 1 of 1999	Section 51(1)(b)(i); 51(1)(b)(ii); 51(1)(e)(iii); 53(4); Section 54(2)(c); 54(2)(d); 55(1)(a); 55(1)(b); Section 55(1)(c)(i); 56(1); 57(b); 66(3)(c)
Treasury Regulations, 2005	Regulation 8.2.1; 8.2.2; 16A3.2; 16A3.2(a); Regulation 16A6.1; 16A6.2(a); 16A6.2(b); Regulation 16A6.3(a); 16A6.3(a); 16A6.3(b); Regulation 16A6.3(c); 16A6.3(e); 16A6.4; 16A6.5; Regulation 16A6.6; 16A.7.1; 16A.7.3; 16A.7.6; Regulation 16A.7.7; 16A8.3; 16A8.4; 16A9.1(b)(ii); Regulation 16A 9.1(d); 16A9.1(e); 16A9.1(f); Regulation 16A9.2; 16A9.2(a)(ii); 30.1.1; 30.1.3(a); Regulation 30.1.3(b); 30.1.3(d); 30.2.1; 31.2.1. Regulation 31.2.5; 31.2.7(a); 32.1.1(a); 32.1.1(b); Regulation 32.1.1(c); 33.1.1; 33.1.3
Companies Act 71 of 2008	Section 45(2); 45(3)(a)(ii); 45(3)(b)(i); 45(3)(b)(ii); Section 45(4); 46(1)(a); 46(1)(b); 46(1)(c); Section 112(2)(a); 129(7)
Construction Industry Development Board Act 38 of 2000	Section 18(1)
Construction Industry Development Board Regulations, 2004	Regulation 17; 25(7A)
Second amendment National Treasury Instruction note. 5 of 2020/21	Paragraph 1
Erratum National Treasury Instruction note. 5 of 2020/21	Paragraph 2
National Treasury instruction note 5 of 2020/21	Paragraph 4.8; 4.9; 5.3
National Treasury instruction note 1 of 2021/22	Paragraph 4.1
National Treasury instruction note 4 of 2015/16	Paragraph 3.4
National Treasury SCM Instruction note 4A of 2016/17	Paragraph 6

National Treasury SCM Instruction note 03 of 2021/22	Paragraph 4.1; 4.2(b); 4.3; 4.4; 4.4(a); 4.17; 7.2; Paragraph 7.6
National Treasury SCM instruction note 11 of 2020/21	Paragraph 3.4(a); 3.4(b); 3.9
Legislation	Sections or regulations
National Treasury SCM instruction note 2 of 2021/22	Paragraph 3.2.1; 3.2.4; 3.2.4(a); 3.3.1
Practice note 11 of 2008-9	Paragraph 2.1; 3.1 (b)
Practice note 5 of 2009-10	Paragraph 3.3
Practice note 7 of 2009-10	Paragraph 4.1.2
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; 6.3; Regulation 6.5; 6.6; 6.8; 7.1; 7.2; 7.3; 7.5; 7.6; 7.8; Regulation 8.2; 8.5; 9.1; 9.2; 10.1; 10.2; 11.1; 11.2
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)

General Information

Country of incorporation and domicile	South Africa
Business address	189 Lunnon Road Hillcrest Pretoria 0083
Postal address	Postnet Suite 248 Private Bag X06 Waterkloof Pretoria 0145
Banker	Standard Bank
Auditor	Auditor-General of South Africa



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Abbreviations used:

ICT	Information and Communications Technology
PFMA	Public Finance Management Act
GRAP	Generally Recognised Accounting Practice
CCMA	The Commission for Conciliation Mediation and Arbitration
IAS	International Accounting Standards
NLRD	National Learners Records Database
MTEF	Medium Term Expenditure Framework
CPD	Corporation for Public Deposits
DPSA	Department of Public Service and Administration
HEI	Higher Education Institution
DHET	Department of Higher Education and Training
DFQEAS	Directorate of Foreign Qualifications Evaluation and Advisory
NQF	National Qualifications Framework

1. Accounting Authority Report

SAQA is a statutory body governed by the National Qualifications Framework (NQF) Act No 67 of 2008. SAQA's primary mandate is to advance the objectives of the NQF, to oversee the further development and implementation of the NQF and to co-ordinate the sub-frameworks that comprise the NQF. In terms of the Public Finance Management Act (PFMA), SAQA is a schedule 3A National Public Entity. The SAQA Board is the accounting authority for the activities of the entity.

1. Nature of entity

The Authority is a public entity domiciled in South Africa.

2. Nature of the entity's operations

The nature of the entity's business as set out in the NQF Act No.67 of 2008, is to oversee the further development and implementation of the National Qualifications Framework (NQF) and to ensure the achievement of its objectives.

3. Going concern

The Board believes that SAQA will continue to be a going concern for the financial year ahead. Accordingly, it continues to adopt the going concern basis in preparing the annual financial statements. In arriving at this view, the Board took into account the sound financial position of SAQA as well as the responsibility of the Minister of Higher Education, Science and Innovation, in terms of the NQF Act, to fund SAQA's functions.

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern entity. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

4. Principal activities

- Oversee the implementation of the NQF;
- Develop a system of collaboration to guide the mutual relations of SAQA and the Quality Councils;
- Develop, publish and maintain Level Descriptors for each level of the NQF;
- Develop and implement policy and criteria for the development, registration and publication of the qualifications and part-qualifications on the NQF;
- Register qualifications and part-qualifications on the NQF;
- Develop policies and criteria for Assessment, Recognition of Prior Learning and Credit Accumulation and Transfer;
- Develop and implement policy and criteria for recognising a professional body and registering a professional designation;
- Recognise professional bodies and register professional designations on the NQF;
- Collaborate with international counterparts on all matters of mutual interest concerning qualifications frameworks;
- Conduct and commission research on education and training systems;
- Maintain the National Learners' Records Database (NLRD) as the key national source of information for human resource development in South Africa, including the verification of qualifications;
- Implement and maintain foreign qualifications evaluations and advisory services; and
- Inform the public about the National Qualifications Framework (NQF).

1. Accounting Authority Report

5. Property, plant and equipment and Intangible Assets

There were no changes in the nature of property, plant and equipment and intangible assets or the policy regarding them. The entity has done a review of the useful lives and residual values in the current financial year.

The capital expenditure on Property, Plant and Equipment and Intangible Assets amounted to R7,818,313 (2024: R11,107,216). The details of the disclosures are contained in notes 3 and 4 of the annual financial statements.

6. Annual Financial Statements

The annual financial statements are prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) as set out in the Accounting Policies (pages 10 - 21).

7. Auditors

The Auditor-General of South Africa continued in office as the External Auditor in accordance with section 13 of the National Qualifications Framework Act.

The Auditor-General of South Africa expressed an opinion on the annual financial statements. The audit was performed in terms of section 188 of the Constitution of the Republic of South Africa, Act 1996, read with section 4 of the Public Audit Act, 2004 (Act

No. 25 of 2004) and section 13 of the National Qualifications Framework Act (Act No. 67 of 2008). The audit was conducted in accordance with International Standards on Auditing.

8. Projects

Projects continue to play a role in the realisation of SAQA's objectives. The Board is grateful for the contributions to SAQA by the project partners for the year.

Research projects	1 April 2024 Opening Balance	Current year income/Funds received/Receivable	Current year expense/ Release / Refund	31 March 2025
Technological Higher Education Network South Africa (THENSA) - UNIICO-create Project	-	261,822	(261,822)	-
University of Johannesburg (UJ) - Potential of Microcredentials in South Africa (PoMISA)	-	649,877	(649,877)	-
Durban University of Technology (DUT) - Unfurling Post School Education and Training (UPSET) Project	-	200,000	(200,000)	-
	-	1,111,699	(1,111,699)	-

1. Accounting Authority Report

Below is a summary of the services provided in terms of the research projects:

Technological Higher Education Network South Africa (THENSA) UNIICO-create Project - This structural project aims to address a number of challenges faced by the Southern African Development Community (SADC) region, most importantly low levels of job creation, start-up success and graduate employment. It aims to use entrepreneurship as the vehicle for transformation given that universities in the region largely lack the people, policies, curricula and private sector partnerships needed to foster entrepreneurial mindsets and behaviours in students and staff.

University of Johannesburg (UJ) Potential of Microcredentials in South Africa Project (PoMISA) - This project, a collaboration between Southern African and European universities and other higher education entities, will explore the potential of microcredentials in the respective country and regional contexts, and systematically develop principles, policies, frameworks and guidelines for good practice with regard to the recognition, definition, provision, quality assurance and regulation of microcredentials in Southern African countries. In the process it intends to enhance and develop capacity, cooperation and partnerships between the higher education institutions and entities concerned.

Durban University of Technology UPSET (Unfurling Post School Education and Training) Project - SAQA's mandate includes: (i) hosting the National Council for Special Education Workshops and the CoP Colloquia; (ii) providing conceptual inputs to the institutional articulation plans, based on SAQA's articulation-related research and development work; (iii) making conceptual inputs to the curriculum development conversations based also on SAQA's articulation research and development; (iv) making inputs to the learning pathways linked to the proposed Higher Certificates, before and during the qualification

registration process, in order to expedite the registration process; and (v) harness the learning pathways data and analyses national databases managed by SAQA.

9. Fair Presentation

The board is of the opinion, based on the information and explanations given by management that the annual financial statements fairly present the state of affairs of SAQA as at 31 March 2025, the results of its operations and cash flow information for the year that ended. These will be signed by the Chairperson and the Chief Executive Officer on behalf of the Board on 30 May 2025.



Nadia Starr
Chief Executive Officer



James Kevvy
Interim Chairperson of the SAQA Board

Pretoria
Thursday, July 31, 2025

2. Statement of Financial Position as at March 31, 2025

	Note(s)	2025	2024 Restated*
Assets			
Non-Current Assets			
Property, plant and equipment	3	10,236,126	27,010,301
Intangible assets	4	15,712,254	10,649,898
Prepayments	8	37,739	577,933
Rental deposit	5	1,678,285	-
		27,664,404	38,238,132
Current Assets			
Labour deposit	6	3,265,218	3,142,416
Receivables from exchange transactions	7	4,165,393	3,774,353
Prepayments	8	4,244,947	5,946,043
Cash and cash equivalents	9	148,974,357	112,496,037
		160,649,915	125,358,849
Total Assets		188,314,319	163,596,981
Liabilities			
Non-Current Liabilities			
Finance lease obligation	10	-	98,430
Operating lease liability		13,243	7,619
		13,243	106,049

	Note(s)	2025	2024 Restated*
Current Liabilities			
Finance lease obligation	10	98,430	178,500
Deferred income	11	599,460	553,987
Employee benefit provisions	12	10,427,001	8,231,321
Payables from exchange transactions	13	6,223,265	3,671,837
Total Current Liabilities		17,348,156	12,635,645
Total Liabilities		17,361,399	12,741,694
Net Assets		170,952,920	150,855,287



3. Statement of Financial Performance

	Note(s)	2025	2024 Restated*
Revenue			
Revenue from exchange transactions			
Rendering of services		49,916,157	47,914,931
Rental income		88,463	102,588
Interest received		10,381,490	8,490,887
Decrease in provision for credit loss	7	277,752	172,503
Sundry income		4,164,618	1,957,454
Gain on disposal of assets		12,501,631	-
Total revenue from exchange transactions		77,330,111	58,638,363
Revenue from non-exchange transactions			
Transfer revenue			
Government grants & subsidies		93,242,000	89,234,000
Total revenue	14	170,572,111	147,872,363
Expenditure			
Employee costs	15	(98,331,500)	(80,761,781)
Depreciation and amortisation	16	(3,714,675)	(3,669,332)
Finance costs		(25,500)	(21,930)
Operating leases as lessee		(267,304)	(220,485)
Loss on disposal of assets		-	(67,857)
Repairs and maintenance		(682,367)	(703,564)
General expenses	17	(47,453,142)	(35,282,081)
Total expenditure		(150,474,488)	(120,727,030)
Surplus for the year		20,097,623	27,145,333

4. Statement of Changes in Net Assets

	Accumulated surplus / deficit	Total net assets
Balance as at April 1, 2023	123,709,953	123,709,953
Changes in net assets		
Surplus for the year	29,005,141	29,005,141
Total changes	29,005,141	29,005,141
Opening balance as previously reported	152,715,094	152,715,094
Adjustments		
Prior year adjustments* (note 25)	(1,859,805)	(1,859,805)
Restated balance as at 1 April 2024	150,855,289	150,855,289
Changes in net assets		
Surplus for the year	20,097,623	20,097,623
Total changes	20,097,623	20,097,623
Balance as at March 31, 2025	170,952,912	170,952,912

5. Cash Flow Statement

	Note(s)	2025	2024 Restated*
Cash flows from operating activities			
Receipts			
Sale of goods and services		55,386,589	47,798,488
Grants		93,242,000	89,234,000
Interest income		10,302,349	8,387,350
Project funding received		665,598	1,759,203
		159,596,536	147,179,041
Payments			
Employee costs		(95,786,347)	(79,449,075)
Suppliers		(48,317,165)	(44,890,486)
		(144,103,512)	(124,339,561)
Net cash flows from operating activities	19	15,493,024	22,839,480
Cash flows from investing activities			
Purchase of property, plant and equipment	3	(2,353,464)	(8,069,761)
Proceeds from sale of property, plant and equipment		28,317,090	-
Purchase of intangible assets		(4,774,330)	(2,680,455)
Net cash flows from investing activities		21,189,296	(10,750,216)
Cash flows from financing activities			
Finance lease payments - capital		(178,500)	(80,070)
Finance lease payments - finance costs		(25,500)	(21,930)
Net cash flows from financing activities		(204,000)	(102,000)

	Note(s)	2025	2024 Restated*
Net increase/(decrease) in cash and cash equivalents		36,478,320	11,987,264
Cash and cash equivalents at the beginning of the year		112,496,037	100,508,773
Cash and cash equivalents at the end of the year	9	148,974,357	112,496,037

6. Statement of Comparison of Budget and Actual Amounts

Budget on Cash Basis

	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference
Statement of Financial Performance						
Revenue						
Revenue from exchange transactions						
Rendering of services	50,190,000	-	50,190,000	51,151,142	961,142	32.1
Rental income	-	-	-	88,463	88,463	
Interest received	3,992,000	-	3,992,000	10,302,348	6,310,348	32.1
Sundry income	366,000	-	366,000	4,146,985	3,780,985	32.1
Total revenue from exchange transactions	54,548,000	-	54,548,000	65,688,938	11,140,938	
Revenue from non-exchange transactions						

	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference
Transfer revenue						
Government grants & subsidies	93,242,000	-	93,242,000	93,242,000	-	
Total revenue	147,790,000	-	147,790,000	158,930,938	11,140,938	
Expenditure						
Employee costs	86,240,000	-	86,240,000	95,786,347	9,546,347	32.2
Repairs and maintenance	1,287,000	-	1,287,000	682,387	(604,613)	32.2
Lease rentals on operating lease	346,000	-	346,000	261,680	(84,320)	
General expenses	54,639,000	-	54,639,000	47,373,182	(7,265,818)	32.2
Capitalised expenditure	5,278,000	-	5,278,000	7,127,793	1,849,793	32.2
Total expenditure	147,790,000	-	147,790,000	151,231,389	3,441,389	
Surplus	-	-	-	7,699,549	7,699,549	
Gain on disposal of assets	-	-	-	12,501,631	12,501,631	32.2
Surplus	-	-	-	20,201,180	20,201,180	
Actual Amount on Comparable - Basis as Presented in the Budget and Actual Comparative Statement	-	-	-	20,201,180	20,201,180	

7. Significant accounting policies

1. Significant accounting policies

The significant accounting policies applied in the preparation of these annual financial statements are set out 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. The use of available information and the application of judgement are 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:

Significant accounting estimates and assumptions:

Employee Benefit Provisions

Provisions were raised based on management-determined estimates using the information available. The accounting policy for provisions is disclosed under note 1.4, and additional disclosure of these estimates of provisions is included in note 12.

Useful lives of property, plant and equipment, and intangible assets

SAQA management determines the estimated useful lives and related depreciation charges for property, plant and equipment, and intangible assets.

These estimates are based on the condition and use of the individual assets to determine

the remaining period over which the assets can and will be used.

At the end of each financial year, management assesses whether there is an indication that SAQA's expectations about the residual values and useful lives of assets included in property, plant and equipment have changed since the previous reporting date.

Impairment testing

Management reviews and conducts impairment tests of the carrying value of assets when the events or changes in circumstances suggest that the carrying amount may not be recoverable. If there are indications that impairment may have occurred, estimates of expected future cashflows for each group of assets are prepared. (refer to note 1.11).

Trade and other receivables

The entity assesses its trade receivables and other receivables for impairment at each reporting date. In determining whether an impairment loss should be recorded in the statement of financial performance, management makes judgements as to whether observable data indicates a measurable decrease in the estimated future cash flows from a financial asset. The impairment of trade and other receivables is calculated on a portfolio basis and all debts over three months old, where payments are not being received, are impaired.

6. Significant accounting policies

1.2 Property, plant and equipment

Property, plant and equipment are tangible non-current assets that are held for use in the production or supply of goods or services, rental to others, or for administrative purposes, and are expected to be used during more than one financial period.

Recognition

The cost of an item of property, plant and equipment is recognised as an asset when:

- it is probable that future economic benefits or service potential associated with the item will flow to the entity; and
- the cost of the item can be measured reliably. Cost includes expenditure that is directly attributable to bringing an asset to the location and condition necessary for it to be capable of operating in a manner intended by management.

Initial Measurement

Property, plant and equipment are initially measured at cost. Where an asset is acquired through a non-exchange transaction, its cost shall be measured at its fair value as at the date of acquisition and where property, plant and equipment are initially recognised as an asset on the acquisition date and are initially recorded at the cost when acquired through exchange transactions.

Subsequent Measurement

Property, plant and equipment are subsequently measured at cost less any subsequent accumulated depreciation and any impairment losses. These assets are depreciated on a straight-line basis at a rate that will result in each asset being written-off over its useful life.

Residual value

The residual value of an asset is the estimated amount that could currently be obtained from the disposal of an asset, after deducting the estimated costs of disposal, if the asset was already at the age and in the condition expected at the end of its useful life.

Depreciation

Land is not depreciated. Depreciation is charged to the statement of financial performance on a straight-line basis over the estimated useful lives of each part of an item of property, plant and equipment.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Average useful life
Land	-
Buildings	2 - 50 years
Cellphones - Leased asset	2 years
Furniture and fixtures	1 - 15 years
IT equipment	2 - 13 years
Motor Vehicles	5 years

7. Significant accounting policies

The residual value, the useful life and the depreciation method of each asset are reviewed at the end of each reporting date. If the expectations differ from previous estimates, the change is accounted for as a change in the accounting estimate.

The depreciation charge for each period is recognised in the statement of financial performance.

Depreciation methods, estimated useful lives and residual values are reviewed annually at the reporting date.

Subsequent cost

The cost of replacing part of an item of property, plant and equipment is recognised when it is probable that the future economic benefits or service potential associated with the item will flow to the entity and its cost or fair value can be measured reliably. The carrying amount of the replaced parts is derecognised.

Maintenance and repairs, which neither materially add to the value of the assets nor prolong their useful lives, are charged against the statement of financial performance. The entity separately discloses expenditures to repair and maintain property, plant and equipment on the face of the Statement of Financial Performance.

Derecognition

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

The gain or loss arising from the de-recognition of an item of property, plant and equipment is recorded in the statement of financial performance. The gain or loss arising from the derecognition of an item of property, plant and equipment is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

1.3 Intangible assets

An asset is identifiable if it either:

- is separable, i.e. is capable of being separated or divided from an entity and sold, transferred, licensed, rented, or exchanged, either individually or together with a related contract, identifiable assets, or liability, regardless of whether the entity intends to do so; or
- arises from binding arrangements (including rights from contracts), regardless of whether those rights are transferable or separable from the entity or other rights and obligations.

A binding arrangement describes an arrangement that confers similar rights and obligations on the parties to it as if it were in the form of a contract.

An intangible asset is recognised when:

- it is probable that the expected future economic benefits or service potential that are attributable to the asset will flow to the entity; and
- the cost or fair value of the asset can be measured reliably.

An intangible asset is recognised at cost if it is probable that future economic benefits or service potential will flow to SAQA. Amortisation is charged on a systematic basis over the estimated useful lives of intangible assets.

7. Significant accounting policies

Subsequent expenditure on capitalised intangible assets is capitalised only if it increases the future benefits or service potential embodied in the specific asset to which it relates. The carrying amounts are reviewed at the end of the financial position date to determine whether there is any indication of impairment. The estimated useful lives and residual values are reassessed annually.

All of SAQA's intangible assets have a finite useful life.

Amortisation is provided to write-down the intangible assets on a straight-line basis to their residual values as follows:

Item	Depreciation method	Useful life
DFQEAS workflow software	Straight-line	8 - 14 years
NLRD software	Straight-line	22 years
SAQA website	Straight-line	5,5 years
Licence fees	Straight-line	As per the licence agreement
Verifications database	Straight-line	8 years
Other computer software	Straight-line	10 years
Automation workflow under development-Internally generated	Straight-line	In progress
Foreign Qualification Software	Straight-line	10 years

The entity discloses relevant information relating to assets under development, in the notes to the financial statements (see note 4).

Derecognition of intangible assets

- on disposal; or
- when no future economic benefits or service potential are expected from its use or disposal.

The gain or loss arising from the derecognition of intangible assets is included in the statement of financial performance.

1.4 Prepayments

Payments made in advance to suppliers are in respect of goods and services in line with the business of the entity. An item will be recognised as a prepayment if the payment was made in advance and at the end of the reporting date these goods and services had not been fully delivered or rendered to the entity. Prepayments will be derecognised as and when the goods or service has been fully rendered to the entity. There is no contractual right to receive a refund in cash or another financial instrument from the suppliers.

1.5 Provisions

Provisions are recognised in the statement of financial position when:

- SAQA has a present legal obligation as a result of a past event; and
- it is probable that an outflow of economic benefits will be required to settle the obligation.

7. Significant accounting policies

Provisions are reviewed at each reporting date and adjusted to reflect the current best estimates. Provisions are reversed if it is no longer probable that an outflow of resources embodying economic benefits or service potential will be required, to settle the obligation. Where discounting is used, the carrying amount of provision increases in each period to reflect the passage of time. This increase is recognised as an interest expense.

1.6 Commitments

Items are classified as commitments when an entity has committed itself to future transactions that will normally result in the outflow of cash.

Disclosures are required in respect of unrecognised capital contractual commitments.

Commitments for which disclosure is necessary to achieve a fair presentation should be disclosed in a note to the financial statements if both the following criteria are met:

- Contracts should be non-cancellable or only cancellable at significant cost; and
- Contracts should relate to something other than the routine, steady, state business of the entity – therefore salary commitments relating to employment contracts or social security benefit commitments are excluded.
- Commitments are disclosed where SAQA has, in the normal course of its operations, entered into a contractual agreement with entities and suppliers related to expenses that are yet to be due for payment. Commitments are not recognised in the statement of financial position but disclosed in the notes to the annual financial statements. Refer to note 20.

1.7 Employee benefits

Identification

Employee benefits are all forms of consideration given by an entity in exchange for service rendered by employees or for the termination of employment.

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

Post-employment benefits are employee benefits (other than termination benefits and short-term employee benefits) that are payable after the completion of employment.

Other long-term employee benefits are all employee benefits other than short-term employee benefits, post-employment benefits and termination benefits.

Termination benefits are employee benefits provided in exchange for the termination of an employee's employment as a result of either: (a) an entity's decision to terminate an employee's employment before the normal retirement date; or (b) an employee's decision to accept an offer of benefits in exchange for the termination of employment.

Post-employment benefits: Defined contribution plans

Recognition and measurement

7. Significant accounting policies

When an employee has rendered service to the entity during a reporting period, the entity recognises the contribution payable to a defined contribution plan in exchange for that service:

- (a) as a liability (accrued expense), after deducting any contribution already paid. If the contribution already paid exceeds the contribution due for service before the end of the reporting period, the entity 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
- (b) as an expense, unless another Standard requires or permits the inclusion of the contribution in the cost of an asset.

When contributions to a defined contribution plan are not expected to be settled wholly before twelve months after the end of the reporting period in which the employees render the related service, they are discounted using the discount rate as specified.

Termination benefits

Recognition

The entity recognises a liability and expense for termination benefits at the earlier of the following dates: (a) when the entity can no longer withdraw the offer of those benefits; and (b) when the entity recognises costs for a restructuring that is within the scope of GRAP 19 and involves the payment of termination benefits.

Measurement

The entity measures termination benefits on initial recognition, and measures and recognise subsequent changes, in accordance with the nature of the employee benefit, provided that if the termination benefits are an enhancement to post-employment benefits, the entity applies the requirements for post-employment benefits. Otherwise:

- (a) If the termination benefits are expected to be settled wholly before twelve months after the end of the reporting period in which the termination benefit is recognised, the entity applies the requirements for short-term employee benefits.
- (b) If the termination benefits are not expected to be settled wholly before twelve months after the end of the reporting period, the entity applies the requirements for other long-term employee benefits.

Provision for leave pay

Employee entitlements to annual leave are recognised when they accrue to employees. A provision is based on the total cost to SAQA and is raised for estimated liabilities as a result of services rendered by employees up to the reporting date.

Performance bonus

A performance bonus is a short-term employee benefit that is expensed as the related services are provided. A liability is recognised for the amount expected to be paid if the entity has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be measured reliably. Liability for a performance bonus is raised on the estimated amount payable in terms of the incentive scheme, which is based on the employee's performance in the applicable

year. Performance bonuses are expected to be settled within 12 months from the reporting date. Management has decided to provide for bonuses for the financial year under review which is recognised as a Provision as at 31 March 2025.

1.8 Revenue

Revenue from exchange transactions

Revenue is the gross inflow of economic benefits or service potential during the reporting period when those inflows result in an increase in net assets, other than increases relating to contributions from owners.

An exchange transaction is one in which SAQA receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of goods, services, or use of assets) to the other party in exchange.

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's-length transaction.

Revenue from exchange transactions comprises the following:

Verification fees

Verification fees for learner achievements are recognised once the services have been rendered, and they become due and payable.

Foreign Qualification Evaluation fees

Fees received for the evaluation of the foreign qualification services are recognised immediately as income from 1 October 2020. For all fees received prior to 1 October 2020, a compliance and administration fee is recognised as income once an application has been accepted, registered, and a reference number is assigned. The balance of the fee charged is recognised as revenue once the evaluation is completed, and a report/certificate is issued.

Professional bodies fees

A fee of R7 per designated member is billed for professional bodies on an annual basis.

Sundry income

Sundry income comprises of income recoveries, rental income, recoveries and income received from projects that SAQA is engaged in. Sundry income is recognised when it becomes due to SAQA.

Rental income

Rental income is recognised in the statement of financial performance on a straight-line basis over the period of the lease agreement.

Interest income

Interest income from short-term investments is recognised on a time-proportional basis using the effective interest rate.

6. Significant accounting policies

Revenue from non-exchange transactions

Recognition

An inflow of resources from a non-exchange transaction recognised as an asset is recognised as revenue, except to the extent that a liability is also recognised in respect of the same inflow.

As the entity satisfies a present obligation recognised as a liability in respect of an inflow of resources from a non-exchange transaction recognised as an asset, it reduces the carrying amount of the liability recognised and recognises an amount of revenue equal to that reduction.

Measurement

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

When, as a result of a non-exchange transaction, the entity recognises an asset, it also recognises revenue equivalent to the amount of the asset measured at its fair value as at the date of acquisition, unless it is also required to recognise a liability. Where a liability is required to be recognised it will be measured as the best estimate of the amount required to settle the obligation at the reporting date, and the amount of the increase in net assets, if any, recognised as revenue.

When a liability is subsequently reduced, because the taxable event occurs or a condition is satisfied, the amount of the reduction in the liability is recognised as revenue.

Interest levied on transactions arising from exchange or non-exchange transactions is classified based on the nature of the underlying transaction.

Non-exchange transactions are transactions that are not exchange transactions. In a

non-exchange transaction, an entity either receives value from another entity without directly giving approximately equal value in exchange, or gives value to another entity without directly receiving approximately equal value in exchange.

SAQA receives a government grant from the Department of Higher Education and Training each financial year.

The government grant is initially recognised in the statement of financial position as deferred revenue when there is reasonable assurance that the conditions attached to it will be complied with and that the grant will be received.

Subsequent to initial recognition:

- Grants for the purpose of giving immediate financial support with no future related costs are recognised in the statement of financial performance in the period in which they become receivable; and
- Grants that compensate the entity for expenses or losses incurred are recognised as revenue in the statement of financial performance on a systematic basis in the same periods in which the expenses or losses are incurred.

Grants received that carry conditions as to the use thereof are held in a deferred revenue account until the conditions or stipulations related thereto have been fulfilled or repayment has been made. Each grant is assessed to determine if any liability exists and if so, the grant is recorded as deferred revenue until there is no longer any liability by the entity that relates to that grant.

1.9 Deferred Income

Deferred income, also known as unearned revenue, refers to money received by the entity for goods or services that have not yet been delivered or completed. SAQA earns verification income that is deferred until the service is rendered to the client and is recognised as revenue.

7. Significant accounting policies

1.10 Leases

Finance leases - lessee

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the 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 assets 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.

Subsequent to initial recognition, the asset is accounted for in accordance with the accounting policy applicable to that asset.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The applicable finance charges are charged to the statement of financial performance.

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 the 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 is recognised as an operating lease asset or liability.

1.11 Financial instruments

SAQA classifies financial instruments, or their component parts, on initial recognition as a financial asset, a financial liability, or residual interest in accordance with the substance of the contractual arrangement.

Initial recognition

Financial assets and liabilities are recognised in the statement of financial position only when SAQA becomes a party to the contractual provision of the instrument. Financial instruments are initially recognised at cost. SAQA recognises financial assets using trade date accounting.

Measurement

7. Significant accounting policies

Financial assets

SAQA's financial assets comprise trade and other receivables and cash and cash equivalents. These financial assets are classified as financial assets at amortised cost.

Subsequent to initial recognition, non-derivative financial assets are measured as described below:

Trade and other receivables

Receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest rate method less provision for credit losses. A provision for credit loss is established when there is objective evidence that not all amounts will be collected according to the original terms of the receivables. Significant financial difficulties of the debtor, the probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 90 days overdue) are considered indicators that the trade receivable is impaired. The provision for credit allowance is recognised in surplus or deficit when there is objective evidence that the asset is impaired. The allowance recognised is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the effective interest rate.

Cash and cash equivalents

Cash and cash equivalents consist of the balances in the current account and CPD. Cash and cash equivalents are recognised at cost, which equals their fair value at the reporting date.

Finance liabilities

SAQA's financial liabilities comprise of trade and other payables and finance lease liabilities. The fair value of non-derivative financial liabilities is calculated based on the present value of future principal and interest cash flows, discounted at the market rate of interest at the reporting date.

Trade and other payables

SAQA's principal trade and other payables relate to the amount owed to the suppliers and client refunds. The payables are initially measured at cost plus any directly attributable transaction costs.

Finance income, gains and losses

Finance income is recognised using the effective interest method with gains and losses recognised in the statement of financial performance (surplus or deficit).

Finance income includes interest earned on deposits and short-term investments.

Offsetting

SAQA does not offset financial assets, financial liabilities and revenue and expenses in the statement of financial performance and position.

Financial instruments at amortised cost are non-derivative financial assets or non-derivative financial liabilities that have fixed or determinable payments, excluding those instruments that are held for trading.

7. Significant accounting policies

Derecognition of financial instruments

Financial instruments are derecognised when the contractual rights to the cash flow from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all the risks and rewards of ownership of the financial assets are transferred. Any interest in such transferred financial assets that is created or retained by the entity is recognised as a separate asset or liability.

Financial liabilities are derecognised when the obligation is discharged, cancelled or expires.

A financial asset and a financial liability are only offset and the net amount presented in the statement of financial position when the entity currently has a legally enforceable right to set off the recognised amounts and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

In accounting for a transfer of a financial asset that does not qualify for derecognition, the entity does not offset the transferred asset and associated liability.

1.12 Foreign currency transactions and balances

Transactions denominated in foreign currencies are translated at the rate of exchange ruling at the transaction date. Any remaining balances denominated in foreign currencies are translated at the rate of exchange ruling at the financial position date. Gains or losses arising from translation are charged to the statement of financial performance.

1.13 Impairment of non-cash generating assets

Cash-generating assets are assets used with the objective of generating a commercial return. Commercial return means that positive cash flows are expected to be significantly higher than the cost of the asset.

Non-cash-generating assets are assets other than cash-generating assets.

SAQA's non-financial assets consist only of non-cash-generating assets. The carrying amounts of SAQA's assets are reviewed at each statement of financial position date to determine whether there is any indication of impairment. If there is any indication that an asset may be impaired, its recoverable service amount is the higher of its fair value less costs to sell and its value in use. Value in use is the present value of the asset's remaining service potential. This is determined using the depreciation replacement cost method. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and risks specific to the asset.

An impairment loss of assets carried at cost less any accumulated depreciation or amortisation is recognised immediately in surplus or deficit.

1.14 Related parties

SAQA operates in an economic environment currently dominated by entities directly or indirectly owned by the South African Government. As a result of the constitutional independence of all three spheres of government in South Africa, only parties within the control of the executive authority are considered to be related parties. Transactions and

7. Significant accounting policies

balances with the parent establishment and entities under common control are disclosed as related parties.

A related party transaction is a transfer of resources, services or obligations between the reporting entity and a related party, regardless of whether a price is charged.

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

All payments to the Senior Managers, Executives and Non-Executive members are disclosed as related party transactions. SAQA shall disclose narrative information about the nature of the transactions and related outstanding balances of transactions with terms and conditions within the normal operating parameters.

1.15 Fruitless and wasteful expenditure

Fruitless expenditure means expenditure that 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.

1.16 Irregular expenditure

Irregular expenditure as defined in section 1 of the PFMA is expenditure other than unauthorised expenditure, incurred in contravention of or that is not in accordance with a requirement of any applicable legislation, including:

- (a) this Act; or
- (b) the State Tender Board Act, 1968 (Act No. 86 of 1968), or any regulations made in terms of the Act; or
- (c) any provincial legislation providing for procurement procedures in that provincial government.

Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of the irregular expenditure incurred, unless it is impractical to determine, in which case reasons, therefore, must be provided in the notes. Irregular expenditure receivables are measured at the amount that is expected to be recovered and are derecognised when settled or written off as irrecoverable.

The entity will adjust the amount recognised in the financial statements to reflect adjusting events after the reporting date once the event occurs.

The entity 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.

7. Significant accounting policies

1.18 Going concern assumption

These annual financial statements have been prepared based on the expectation that the entity will continue to operate as a going concern for at least the next 12 months.

1.19 Contingent liabilities

Contingent liabilities are possible obligations that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of SAQA. Contingent liabilities are not recognised but disclosed in the notes to the financial statements.

Contingent liabilities are disclosed in note 33.

1.20 Basis of preparation

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 91(1) of the Public Finance Management Act (Act 1 of 1999). Items are recognised as assets, liabilities, net assets(reserves), revenue and expenses when they satisfy the definitions and recognition criteria for those elements, which in all material aspects are consistent with those applied in the previous years, except where a change in accounting policy has been recorded.

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.

1.21 Materiality

Omissions or misstatements of items are material if they could, individually or collectively, influence the decisions or assessments of users made on the basis of the financial statements. Materiality depends on the nature or size of the omission or misstatement judged in the surrounding circumstances. The nature or size of the information item, or a combination of both, could be the determining factor.

Assessing whether an omission or misstatement could influence the decisions of users, and so be material, requires consideration of the characteristics of those users. The Framework for the Preparation and Presentation of Financial Statements states that users are assumed to have a reasonable knowledge of government, its activities, accounting and a willingness to study the information with reasonable diligence. Therefore, the assessment takes into account how users with such attributes could reasonably be expected to be influenced in making and evaluating decisions.

The entity does not retrospectively adjust the accounting of past items (or groups of items) that were previously assessed as immaterial, unless an error occurred.

1.22 Tax

Income taxation

SAQA is an educational institution that is exempt from income taxation. There are no current and deferred taxes that are recognised as an expense for the period.

1.23 Comparative figures

Where necessary, comparative figures have been reclassified to conform to changes in presentation in the current year.

8. Notes to the Annual Financial Statements

2. New standards and interpretations

2.1 Standards and interpretations effective and adopted in the current year

In the current year, the entity has adopted all standards and interpretations that are effective for the current financial year and that are relevant to its operations. The standards adopted and that are effective from 1 April 2024 have not significantly changed the disclosures or presentation of the financial statements.

2.2 Standards and interpretations issued, but not yet effective

The entity has not applied the following standards and interpretations, which have been published and are mandatory for the entity's accounting periods beginning on or after April 1, 2025 or later periods

Standard/ Interpretation:	Effective date: Years beginning on or after	Expected impact:
GRAP 107 (as revised) Mergers	Not yet determined	Unlikely there will be a material impact
GRAP 106 (as revised) Transfer of Functions Between Entities Not Under Common Control	Not yet determined	Unlikely there will be a material impact
GRAP 105 Transfer of Functions Between Entities Under Common Control	Not yet determined	Unlikely there will be a material impact
GRAP 2023 Improvements to the Standards of GRAP 2023	Not yet determined	Unlikely there will be a material impact
GRAP 1 (amended): Presentation of Financial Statements (Going Concern)	Not yet determined	Unlikely there will be a material impact
GRAP 103 (amended): Heritage Assets	Not yet determined	Unlikely there will be a material impact
GRAP 22 Foreign Currency Transactions and Advance Consideration	April 1, 2025	Unlikely there will be a material impact
GRAP 104 (as revised): Financial Instruments	April 1, 2025	Material impact expected on disclosures

8. Notes to the Annual Financial Statements

3. Property, plant and equipment

Figures in Rand						
	2025			2024		
	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value
Land	-	-	-	515,455	-	515,455
Buildings	-	-	-	23,902,516	(9,136,964)	14,765,552
Furniture and fixtures	1,837,872	(703,900)	1,133,972	5,962,421	(3,918,812)	2,043,609
Motor vehicles	913,400	(60,893)	852,507	-	-	-
IT equipment	19,393,594	(11,551,692)	7,841,902	25,129,144	(15,830,820)	9,298,324
Cellphones - Leased asset	779,810	(372,065)	407,745	672,498	(285,137)	387,361
Total	22,924,676	(12,688,550)	10,236,126	56,182,034	(29,171,733)	27,010,301

8. Notes to the Annual Financial Statements

Reconciliation of property, plant and equipment - 2025

Figures in Rand					
	Opening	Additions	Disposals	Depreciation	Total
Land	515,455	-	(515,455)	-	-
Buildings	14,765,552	50,412	(14,253,582)	(562,382)	-
Furniture and fixtures	2,043,609	-	(594,284)	(315,353)	1,133,972
Motor vehicles	-	913,400	-	(60,893)	852,507
IT equipment	9,298,324	999,642	(442,338)	(2,013,726)	7,841,902
Cellphones - Leased asset	387,361	390,011	(9,800)	(359,827)	407,745
Total	27,010,301	2,353,465	(15,815,459)	(3,312,181)	10,236,126

Reconciliation of property, plant and equipment - 2024

Figures in Rand					
	Opening	Additions	Disposals	Depreciation	Total
Land	515,455	-	-	-	515,455
Buildings	15,189,580	441,414	-	(865,442)	14,765,552
Furniture and fixtures	1,087,919	1,314,917	-	(359,227)	2,043,609
IT equipment	4,828,699	6,255,430	(18,903)	(1,766,903)	9,298,324
Cellphones - Leased asset	340,801	415,000	(55,454)	(312,986)	387,361
Total	21,962,454	8,426,761	(74,357)	(3,304,558)	27,010,301

8. Notes to the Annual Financial Statements

Pledged as security and other

None of the items of property, plant and equipment is pledged as security and there are no restrictions applicable.

SAQA acquired the land and buildings at 1067 Arcadia Street, Hatfield, Pretoria, Erf 637 Hatfield, on 01 October 2002 for R5,400,000. Net improvements to the land and buildings to date amount to R19,068,383 (2024: R 19,017,972). The land and buildings were derecognised during the financial year. Refer to note 21.

The useful lives and residual values of various categories of property, plant and equipment were assessed at the reporting date, and this resulted in a change in the accounting estimate. Refer to note 29.

Expenditure on repairs and maintenance to property, plant and equipment amounts to R 682,367 (2024:R 703,564)

	2025	2024
Cost	5,400,000	5,400,000
Improvements		
2002	551,259	551,259
2004	5,041,314	5,041,314
2005	17,222	17,222
2006	59,530	59,530
2007	251,754	251,754
2008	3,889,380	3,889,380
2009	519,855	519,855
2010	54,059	54,059
2011	1,897,929	1,897,929
2012	154,900	154,900

8. Notes to the Annual Financial Statements

	2025	2024
2013	686,714	686,714
2014	99,152	99,152
2015	1,107,238	1,107,238
2016	995,126	995,126
2017	169,016	169,016
2018	243,662	243,662
2019	864,636	864,636
2020	490,858	490,858
2021	264,587	264,587
2022	761,334	761,334
2023	457,032	457,032
2024	441,415	441,415
2025	50,411	-
	24,468,383	24,417,972

Assets subject to finance lease (Net carrying amount)

Figures in Rand	2025	2024
Finance lease equipment	69,125	249,375

8. Notes to the Annual Financial Statements

4. Intangible assets

Figures in Rand						
	2025			2024		
	Cost / Valuation	Accumulated amortisation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated amortisation and accumulated impairment	Carrying value
Foreign Qualification Software	9,976,808	(166,279)	9,810,529	-	-	-
Other Software	83,456	(53,142)	30,314	83,456	(44,509)	38,947
DFQEAS Workflow Software	3,221,011	(2,717,041)	503,970	3,221,011	(2,600,078)	620,933
NLRD Software	27,002,662	(26,905,632)	97,030	27,002,662	(26,873,289)	129,373
SAQA Website	340,976	(309,978)	30,998	340,976	(247,983)	92,993
Licence fees	5,131,180	(5,131,180)	-	5,131,180	(5,119,469)	11,711
Verification Database	380,825	(367,119)	13,706	380,825	(362,551)	18,274
Automation Workflow Under Development-Internally generated	5,225,707	-	5,225,707	9,737,667	-	9,737,667
Total	51,362,625	(35,650,371)	15,712,254	45,897,777	(35,247,879)	10,649,898

8. Notes to the Annual Financial Statements

Reconciliation of intangible assets - 2025

Figures in Rand					
	Opening balance	Additions	Transfers	Amortisation	Total
Foreign Qualification Software	-	2,919,596	7,057,212	(166,279)	9,810,529
Other Software	38,947	-	-	(8,633)	30,314
DFQEAS Workflow Software	620,933	-	-	(116,963)	503,970
NLRD Software	129,373	-	-	(32,343)	97,030
SAQA Website	92,993	-	-	(61,995)	30,998
Licence fees	11,711	-	-	(11,711)	-
Verification Database	18,274	-	-	(4,568)	13,706
Automation Workflow Under Development-Internally generated	9,737,667	2,545,252	(7,057,212)	-	5,225,707
Total	10,649,898	5,464,848	-	(402,492)	15,712,254

The Automation of Workflow Under Development is an internally generated intangible asset in which the development costs are capitalised as the project progresses. Service providers have been appointed to assist the entity in automating processes that are being done manually. The commitments for the service providers are disclosed in note 20.

8. Notes to the Annual Financial Statements

Reconciliation of intangible assets - 2024

Figures in Rand				
	Opening balance	Additions	Amortisation	Total
Other Software	47,579	-	(8,632)	38,947
DFQEAS Workflow Software	718,684	-	(97,751)	620,933
NLRD Software	194,059	-	(64,686)	129,373
SAQA Website	154,989	-	(61,996)	92,993
Licence fees	134,287	-	(122,576)	11,711
Verification Database	27,409	-	(9,135)	18,274
Automation Workflow Under Development-Internally generated	7,057,212	2,680,455	-	9,737,667
Total	8,334,219	2,680,455	(364,776)	10,649,898

Pledged as security

There are no intangible assets that are pledged as security.

Restricted title

The entity has full right of use to the intangible assets and title to ownership is not restricted.

8. Notes to the Annual Financial Statements

5. Rental deposit

A five-year lease agreement for the rental of an office building was concluded with Redefine Properties Ltd on 11 February 2025. The commencement date of the lease period is 1 July 2025 and expires on 30 June 2030. The property details are disclosed below:

189 Lunnon Street
Lourie Place
Hillcrest Office Park Pretoria
0083

The tenant was required to pay a refundable deposit of R1,678,285 to Redefine Properties to secure the right to occupy the building. The rental deposit shall remain the property of the landlord until the expiry or termination of the lease agreement. There is no interest payable by the landlord to the tenant for the rental deposit.

6. Labour deposit

In June 2023, SAQA paid a labour case deposit of R3,036,792 to GM Tijane Attorneys for an ongoing CCMA labour case for a dispute with a former employee as directed by the Labour Court. The deposit amount including interest shall be held in a trust account in favour of SAQA, until the case has been finalised. The amount disclosed consists of the following:

	2025	2024
Initial deposit paid	3,036,792	3,036,792
Accumulated interest accrued	228,426	105,624
	3,265,218	3,142,416

8. Notes to the Annual Financial Statements

7. Receivables from exchange transactions

	2025	2024
Trade debtors	4,312,414	4,199,126
Provision for credit loss	(147,021)	(424,773)
	4,165,393	3,774,353

Trade and other receivables pledged as security

No Trade and other receivables were pledged as security for the current and prior years.

Credit risk

Management has a credit policy in place, and the exposure to credit risk is monitored on an ongoing basis. There was no significant concentration of credit risk as at the statement of financial position date.

Reconciliation of provision for credit loss of receivable from exchange transactions

	2025	2024
Opening balance	424,773	597,276
Increase/(Decrease) in provision for credit loss	(277,752)	(172,503)
	147,021	424,773

8. Notes to the Annual Financial Statements

Credit risk mainly arises from trade and other receivables. SAQAs exposure to credit risk arises because of the default of counterparties with maximum exposure equal to the carrying amount of these instruments:

Group	2025	2024
Group 1	1,783,601	2,668,425
Group 2	699,592	327,579
Group 3	193,609	1,004,861
Group 4	1,635,612	198,261
	4,312,414	4,199,126

Group 1 - The group of trade receivables consist mainly of current verification debtors and is not in default.

Group 2 - The group of trade receivables consist mainly of verification debtors that are outstanding between 31 and 90 days.

Group 3 - The group of trade receivables consist of verification and professional body debtors that are greater than 91 days and are subject to impairment.

Group 4 - The group of trade receivables consist of verification and professional body debtors that are greater than 91 days and are not subject to impairment.

Factors that the entity considers when assessing for credit impairment include the following (not exhaustive):

- Client payment history and response to follow ups for payment
- Any signs of financial difficulty
- Long outstanding debts greater than 90 days.

The total gross carrying amount of the impaired receivables as at the reporting date is R193,609 (March 2024: R1,004,861) and the associated total impairment is R147,021 (March 2024: R424,773).

Trade and other receivables past due but not impaired

Trade and other receivables which are less than 2 months past due are not considered to be impaired.

The ageing of amounts past due net of impairment is as follows:

	2025	2024
2 months past due	699,592	339,049
Current	2,991,042	2,668,425
2 months past due	699,592	339,049
>3 months	621,780	1,191,652
	4,312,414	4,199,126

As at 31 March 2025, there were no receivables from non-exchange transactions that were impaired.

8. Notes to the Annual Financial Statements

8. Prepayments

Figures in Rand	2025	2024
Subscriptions	-	256
ICT maintenance and software	3,850,372	6,392,898
Memberships	137,687	120,822
Conferences and exhibitions	263,401	10,000
Warranties	31,226	-
	4,282,686	6,523,976
Non-current: Prepayments	37,739	577,933
Current: Prepayments	4,244,947	5,946,043
Total prepayments	4,282,686	6,523,976

Non-current prepayments represents prepaid expenditure for a period greater than 12 months from 31 March 2025.

9. Cash and cash equivalents

Cash and cash equivalents consist of:	2025	2024
Cash on hand	-	2,859
Bank balances	5,360,804	8,071,994
Other cash and cash equivalents (Investment with CPD)	143,613,553	104,421,184
	148,974,357	112,496,037

The cash and cash equivalents held by the entity as disclosed above are fully available for use.

Credit quality of cash at bank and short-term deposits, excluding cash on hand

The cash and short-term deposits held with banking institutions and the CPD are regarded as having insignificant credit risk. SAQA invests its surplus cash in a short-term deposit account with the CPD. The interest rate fluctuates in line with the movements in current money market rates.

8. Notes to the Annual Financial Statements

10. Finance lease obligation

	2025	2024
Minimum lease payments due		
- within one year	102,000	204,000
- in the second to fifth year inclusive	-	102,000
Present value of minimum lease payments	102,000	306,000
Present value of minimum lease payments due		
- within one year	98,430	178,500
- in the second to fifth year inclusive	-	98,430
	98,430	276,930
Non-current liabilities	-	98,430
Current liabilities	98,430	178,500
	98,430	276,930

The Finance lease liability for the entity is for a cellphone contract. At the inception of the lease the interest rate was calculated at 1% using the rate implicit in the lease contract. The entity entered into a new lease agreement as of September 2023 for cellphones from Mobile Telephone Communication Network (MTN) for 24 months.

Terms and conditions:

- i) SAQA opted to participate in the transversal contract secured by the National Treasury and entered into a twenty-four (24) month contract with MTN for 85 Samsung A24 cellphones. SAQA leases the cellphone equipment under a 24 month finance lease with an option to renew for six months.
- ii) There are no escalations to the lease agreement as all cellphones are leased at a fixed rate for the duration of the lease.
- iii) The contract will be renewed for one year if the entity does not give written notice of the cancellation of the contract.
- iv) There is no contingent rent payable.

8. Notes to the Annual Financial Statements

11. Deferred income

Deferred income comprises of:

Verification income received in advance	2025	2024
Verification of National Qualifications	599,460	553,987

The amount relating to Verification of National Qualifications is deferred until SAQA renders the service required by clients.

12. Employee benefit provisions

Reconciliation of employee benefit provisions - 2025	Opening balance	Additions	Reversed during the year	Total
Provision for leave	2,377,605	3,618,766	(2,377,605)	3,618,766
Provision for performance bonuses	5,853,716	6,808,235	(5,853,716)	6,808,235
	8,231,321	10,427,001	(8,231,321)	10,427,001
Reconciliation of employee benefit provisions - 2024				
Provision for leave	2,033,364	2,377,605	(2,033,364)	2,377,605
Provision for performance bonuses	4,686,950	5,853,716	(4,686,950)	5,853,716
	6,720,314	8,231,321	(6,720,314)	8,231,321

Bonus provisions will be paid out each year in terms of the Policy on Performance Management and Development. Any provision made in terms of the bonus was calculated with the assumption that the employee qualifies for the award.

8. Notes to the Annual Financial Statements

13. Payables from exchange transactions

	2025	2024
Trade payables	1,773,093	1,517,365
Payroll accruals	2,068,743	1,716,787
Accrued expenses	2,093,643	246,218
Debtors with negative balances	255,018	191,467
Sundry payables	32,768	-
	6,223,265	3,671,837

The ageing of trade payables is as follows:

	2025	2024
Current	744,069	1,479,888
2 months past due	973,660	35,287
> 3 months	55,364	2,190
	1,773,093	1,517,365

The ageing for payables calculates the number of days from the date of the invoice and not from the date the invoice is received from the supplier.

8. Notes to the Annual Financial Statements

14. Revenue

	2025	2024
Rendering of services	49,916,157	47,914,931
Rental income	88,463	102,588
Interest received	10,381,490	8,490,887
Decrease in provision for credit loss	277,752	172,503
Sundry income	4,164,618	1,957,454
Gain on disposal of assets	12,501,631	-
Government grants & subsidies	93,242,000	89,234,000
	170,572,111	147,872,363

	2025	2024
The amount included in revenue arising from exchanges of goods or services are as follows:		
Rendering of services	49,916,157	47,914,931
Rental income	88,463	102,588
Interest received	10,381,490	8,490,887
Decrease in provision for credit loss	277,752	172,503
Sundry income	4,164,618	1,957,454
Gain on disposal of assets	12,501,631	-
	77,330,111	58,638,363

8. Notes to the Annual Financial Statements

Sundry income mainly consists of income generated from research projects, recoveries and rental income from parking bays.

The amount included in revenue arising from non-exchange transactions is as follows:

	2025	2024
Government grants & subsidies	93,242,000	89,234,000

15. Employee costs

	2025	2024
Basic salaries and other benefits	86,015,643	69,837,882
Unemployment Insurance Fund	278,701	228,757
Workman's Compensation Act Insurance	190,115	199,815
Skills Development Levy	822,678	684,399
Defined contribution plan	7,721,039	6,804,687
13th Cheque	3,303,324	3,006,241
	98,331,500	80,761,781

16. Depreciation and amortisation

	2025	2024
Property, plant and equipment	3,312,181	3,304,556
Intangible assets	402,494	364,776
	3,714,675	3,669,332

8. Notes to the Annual Financial Statements

17. General expenses

	2025	2024
Advertising	691,336	597,111
Building costs: rates and taxes	1,301,370	1,355,010
Auditors' remuneration (refer to note 18)	2,193,327	2,275,995
Bank charges	1,056,255	887,684
Cleaning	911,529	927,266
Computer expenses	1,278	72,170
Consulting and professional fees	5,336,954	1,052,161
Independent contractors	43,801	1,925,654
Flowers	8,724	14,706
Insurance	507,310	612,157
Conferences and seminars	663,175	276,593
Magazines, books and periodicals	387	180
Motor vehicle expenses	20,667	-
Recruitment costs	807,472	618,639
Postage and courier	11,544	25,756
Printing	492,467	684,419
Computer software licensing	10,534,692	6,399,509
Building costs: Security Services	970,753	1,890,568
Staff welfare	130,184	108,010
Subscriptions and membership fees	194,963	135,065
Telephone and fax	83,462	113,576
Transport and freight	106,725	-

8. Notes to the Annual Financial Statements

Training	627,438	810,916
Travel and accommodation	6,975,821	5,306,688
IT Support and Maintenance	9,751,115	5,169,757
Assets expensed	23,940	15,427
Building costs: electricity and water	1,177,712	1,622,973
Verification fees	20,178	17,871
Stationery	69,012	95,454
Staff refreshments	1,317,950	814,677
Committee members' attendance fees	473,813	902,816
Educational assistance	589,883	248,322
Project expenditure	55,006	7,400
Document storage costs	275,299	196,048
Website hosting and maintenance costs	27,600	101,503
	47,453,142	35,282,081

18. Auditors' remuneration

	2025	2024
External audit	2,100,534	1,989,454
Internal audit	92,793	286,541
	2,193,327	2,275,995

8. Notes to the Annual Financial Statements

19. Cash generated from operations

	2025	2024
Surplus	20,097,623	27,145,333
Adjustments for:		
Depreciation and amortisation	3,714,675	3,669,334
(Gain) Loss on sale of assets	(12,501,631)	67,857
Interest income	(139,533)	(60,391)
Debt write-offs	(237,792)	-
Movements in operating lease accruals	5,624	7,619
Movements in employee benefit provisions	2,195,680	1,511,007
Other non-cash items	(9,940)	187,005
Decrease in provision for credit loss	(277,752)	(172,503)
Changes in working capital:		
Receivables from exchange transactions	(391,040)	673,027
Prepayments	2,241,290	(3,897,074)
Deposits	(1,801,087)	(3,142,416)
Payables from exchange transactions	2,551,428	(2,296,618)
Deferred income	45,473	(852,700)
	15,493,024	22,839,480

8. Notes to the Annual Financial Statements

20. Capital commitments

SAQA has disclosed all capital commitments of the entity as required by the GRAP accounting standards. Commitments are funded by internally generated funds. The capital commitments of the entity are disclosed below:

Approved and contracted	2025	2024
Information and Communications Technology (ICT)	11,600,395	15,431,836

21. Disposal of a significant asset

Management has decided to dispose of a significant asset during the previous financial year. In March 2024, management accepted an offer and signed a sales agreement with SOLAR SPECTRUM TRADING 332 (Pty) Ltd for the SAQA building situated at Erf 637, 1067 Arcadia Street, Hatfield for a selling price of R30 million. The sale transaction was concluded when the property was registered in the name of the buyer on 4 December 2024. The entity incurred commission costs of R1,725,000 to the sales agents involved in the sale of SAQAs building. The carrying value of the land and buildings on derecognition was R14,253,582 with the net sales proceeds amounting to R28,269,298, resulting in a R14,015,716 profit on the sale of the building.

22. Operating leases as lessee Total commitments

Total commitments

This committed expenditure relates to the leased office equipment and property that will be financed by available bank facilities, retained surpluses, existing cash resources, and funds internally generated.

Operating leases - as lessee (expense)

Minimum lease payments due	2025	2024
- within one year	3,892,108	265,463
- in second to fifth year inclusive	22,560,453	219,856
	26,452,561	485,319

8. Notes to the Annual Financial Statements

SAQA entered into a contract for water coolers effective 7 April 2022 for a period of 36 months. The lease payment is R1,380 per month, and there are no built-in price escalations in the lease agreement.

SAQA entered into a new contract for the leasing of a popcorn and coffee machine for a period of 24 months. The total lease payment for both equipment is R9,498 per month, and there are no built-in price escalations in the lease agreement.

SAQA entered into a non-cancellable Private Automatic Branch Exchange (PABX) instrument lease contract with MBV IT on 3 May 2023 for three years (36 months) ending 2 May 2026, through a tender process where the contract and payment terms were agreed with the service provider.

SAQA leases the instruments at a monthly fee of R10,714 in the Service-Level Agreement that includes built-in annual escalations. The instruments will be returned to the service provider at the end of the contract, as ownership does not transfer to SAQA.

SAQA has no option to purchase the instruments at the end of the contract, and there are no restrictions imposed by the service provider.
SAQA entered into a lease agreement to rent an office building from Redefine Properties Ltd for a period of 60 months. The lease commences on 1 July 2025 ending 30 June 2026, with no option to renew. The monthly rental costs escalates by 6% per annum and the initial rental costs are disclosed below:

- Main Building: R353,300 per month
- 70 Basement parking bays: R52,325 per month
- 10 Open parking bays: R5,175 per month.

23. Related parties

Parties related to the South African Qualifications Authority	
Relationship	Name of related party
Controlling entity	Department of Higher Education and Training
Board and committee members	Key management personnel

8. Notes to the Annual Financial Statements

Nature of related parties

All parties that have the ability to control or exercise significant influence over SAQA in making financial and operating decisions were considered to be related parties of the organisation. SAQA operates under the umbrella of the Department of Higher Education and Training and the relevant Executive Authority is the Minister of Higher Education.

Transactions with Board members and Senior Management of SAQA consist of remuneration and are disclosed in Notes 23 and 24 to the financial statements.

Transactions with SAQA's principal department and its public entities:

Grant	2025	2024
Department of Higher Education and Training (DHET)	93,242,000	89,234,000
	93,242,000	89,234,000
Funds received from related parties		
BANKSETA	6,000	6,000
FPMSETA	6,000	6,000
LGSETA	6,000	6,000
EDTPSETA	341,982	1,000,500
SASSETA	150,000	-
Quality Council for Trade and Occupations (QCTO) - Restated* (See details in narration below)	29,000	672,800
Department of Higher Education and Training (Verifications Project)	-	4,945
	538,982	1,696,245

8. Notes to the Annual Financial Statements

During the year it was identified that an accrued QCTO invoice of R672,800 was erroneously omitted from the related party disclosure in the prior year annual financial statements. Management have restated the comparative figure accordingly.

Funds paid to related parties (Expenditure)	2025	2024
Umalusi	22,774	17,871
Quality Council for Trade and Occupations (QCTO)	549	-
	23,323	17,871

Related party balances	2025	2024
Umalusi	4,130	777
Department of Higher Education and Training (Verifications Project)	-	2,707
FPMSETA	500	500
LGSETA	1,500	3,500
ServicesSETA	2,000	9,000
EDTPSETA	168,392	78,000
BANKSETA	500	500
SASSETA	37,500	-
Quality Council for Trade and Occupations (QCTO)	549	-
	215,071	94,984

Nature of the related parties' transactions

The transactions with related parties indicate the amounts received/receivable from related parties during 2024/25.

Nature of related parties' balances

The balances with related parties indicate the outstanding balance to be received and the amount remaining to be utilised in 2024/25. The balances disclosed are interest-free and not secured.

8. Notes to the Annual Financial Statements

23. Related parties (continued)

Remuneration of Non-Executive Directors Non-Executive Directors

2025	Board fees	Q&S Professional Bodies Committee	I & IT Committee	Travel and other costs	Total
Name					
Dr JA Keevy. Interim Chairperson	47,850	38,280	-	300	86,430
Ms JC Agulhas	37,790	-	-	2,090	39,880
Mr AO Benjamin	15,116	-	-	-	15,116
Ms S Daya	-	-	15,116	400	15,516
Mr BM Gantile	18,895	15,116	15,116	1,691	50,818
Mr MM Mafisa	18,895	-	14,355	2,302	35,552
Ms F Solomon	15,116	-	-	555	15,671
Mr OJ Mokgoantle	-	-	15,116	767	15,883
Ms EF Nyaka	-	-	-	100	100
Ms N Mansoor	-	26,453	-	1,361	27,814
Dr J Phala	-	30,232	-	1,460	31,692
Ms S Ferndale	-	26,453	-	990	27,443
Dr L Meyer	18,895	-	3,779	300	22,974
Ms AK Oberholzer	26,453	9,570	-	300	36,323
Ms SN Dikwayo	26,453	-	-	-	26,453
	225,463	146,104	63,482	13,939	448,988

8. Notes to the Annual Financial Statements

Fees paid to Audit and Risk Committee members	Audit Committee Fees	Travel and Other Costs	Total
Mr AO Benjamin	11,337	-	11,337
Mr B Gutshwa	15,116	616	15,732
Dr L Meyer	11,337	200	11,537
Mr OJ Mokgoantle	19,140	575	19,715
M Dzivhani	15,116	488	15,604
Ms SN Dikwayo	11,337	447	11,784
	83,383	2,326	85,709

2024	Board fees	Q&S Professional Bodies Committee	I & IT Committee	Travel and other costs	Total
Name					
Prof P Lolwana-Chairperson	296,667	-	-	-	296,667
Ms JC Agulhas	29,682	-	-	749	30,431
Mr AO Benjamin	25,903	-	-	-	25,903
Ms S Daya	-	-	11,217	200	11,417
Mr BM Gantile	18,565	7,338	7,338	1,171	34,412
Dr JA Keevy	45,062	23,369	-	1,181	69,612
Mr MM Mafisa	23,230	-	13,938	2,947	40,115

8. Notes to the Annual Financial Statements

2024	Board fees	Q&S Professional Bodies Committee	I & IT Committee	Travel and other costs	Total
Mr OJ Mokgoantle	8,564	-	11,007	1,310	20,881
Ms N Mansoor	-	29,672	-	2,533	32,205
Dr J Phala	-	25,903	-	1,403	27,306
Ms S Ferndale	-	29,572	-	2,292	31,864
Ms SN Dikwayo	18,675	-	-	878	19,553
Ms AK Oberholzer	29,783	8,315	-	600	38,698
	496,131	124,169	43,500	15,263	679,065

Fees paid to Audit and Risk Committee members	Audit Committee Fees	Travel and Other Costs	Total
Mr AO Benjamin	7,448	-	7,448
Ms S Maharaj	7,338	200	7,538
Mr OJ Mokgoantle	11,007	471	11,478
Mr Tshikovhi	13,938	1,999	15,937
Ms T Mkhize	3,669	-	3,669
Ms M Dzivhani	3,779	288	4,067
Ms SN Dikwayo	3,669	100	3,769
	50,848	3,058	53,906

8. Notes to the Annual Financial Statements

24. Senior managers' emoluments

2025	Basic Salary	Medical Aid Allowance	Housing Allowance	Cash Allowance	Other Allowance/ Back pay	Contribution to Retirement Plan	Performance Bonus	Total
Ms N Starr: Chief Executive Officer	1,551,467	35,528	46,013	129,289	170,218	248,235	141,154	2,321,904
Mr I Gumbochuma: Chief Financial Officer	1,424,067	35,528	46,013	157,736	47,198	188,787	139,092	2,038,421
Dr M Makhafola: Chief Operating Officer	1,281,107	35,528	46,013	-	123,935	204,977	95,310	1,786,870
Mr JHA Nel: Senior Manager - Registration & Recognition	947,654	35,528	46,013	-	91,585	151,625	107,705	1,380,110
Dr H Bolton: Senior Manager - Research	1,082,199	35,528	46,013	-	13,595	173,152	114,203	1,464,690
Mrs M Pendu, Senior Manager - Information Communication Technologies (ICT) - Appointed 1 April 2024	1,028,302	35,528	46,013	30,849	74,512	143,045	-	1,358,249
Mrs B Maseti: Senior Manager - People Management Appointed 14 October 2024	511,556	17,280	21,085	42,630	-	72,483	-	665,034
Ms A Janse Van Rensburg: Senior Manager Authentication & Ratification Services	1,075,484	35,528	46,013	-	104,259	172,077	111,007	1,544,368
Ms N Kayi: Senior Manager - Research Projects	1,009,665	35,528	46,013	84,139	12,683	161,546	81,422	1,430,996
Mr R Mazana: Senior Manager - ICT Projects	1,078,142	35,528	46,013	32,344	100,896	140,158	122,887	1,555,968

8. Notes to the Annual Financial Statements

2025	Basic Salary	Medical Aid Allowance	Housing Allowance	Cash Allowance	Other Allowance/ Back pay	Contribution to Retirement Plan	Performance Bonus	Total
Ms N Kgomo: Senior Manager - Legal, Governance, Risk, & Compliance	918,007	35,528	46,013	-	88,647	146,881	74,575	1,309,651
Mr JR Thomas: Senior Manager - SCM & Facilities Management	947,654	35,528	46,013	-	91,585	151,625	79,220	1,351,625
	12,855,304	408,088	527,228	476,987	919,113	1,954,591	1,066,575	18,207,886

2024	Basic Salary	Medical Aid Allowance	Housing Allowance	Cash Allowance	Other Allowance/Back pay	Contribution to Retirement Plan	Performance Bonus	Leave Payout	Total
Ms N Starr, Chief Executive Officer	1,343,334	35,528	46,013	102,970	49,425	214,933	134,761	-	1,926,964
Mr I Gumbochuma, Chief Financial Officer	1,322,715	35,528	46,013	143,546	11,699	178,314	-	-	1,737,815
Dr M Makhafola, Chief Operating Officer	808,024	23,685	30,676	-	42,085	129,284	-	-	1,033,754
Mr JHA Nel, Senior Manager - Registration and Recognition	886,909	35,528	46,013	-	86,366	141,905	112,198	-	1,308,919
Dr H Bolton, Senior Manager - Research	1,012,381	35,528	46,013	-	13,015	161,981	113,906	-	1,382,824

8. Notes to the Annual Financial Statements

2024	Basic Salary	Medical Aid Allowance	Housing Allowance	Cash Allowance	Other Allowance/Back pay	Contribution to Retirement Plan	Performance Bonus	Leave Payout	Total
Mrs PV Flanagan, Senior Manager - People Management - Retired 31 January 2024	737,421	29,606	38,344	-	129,994	117,987	100,978	95,111	1,249,441
Mr MJ Siziba, Senior Manager - ICT Resigned 30 November 2023	648,668	23,685	30,676	68,836	9,553	89,007	-	68,672	939,097
Ms A Janse Van Rensburg, Senior Manager - Authentication & Ratification Services Appointed 01 May 2023	927,703	32,567	42,179	-	61,352	148,433	-	-	1,212,234
Ms N Kayi, Senior Manager - Research Projects - Appointed 01 May 2023	871,376	32,567	42,179	72,615	4,683	139,420	-	-	1,162,840
Mr R Mazana, Senior Manager - ICT Projects - Appointed 01 April 2023	1,024,117	35,528	46,013	25,815	74,382	138,044	-	-	1,343,899
Ms N Kgomo, Senior Manager - Legal, Governance, Risk, & Compliance Appointed 01 May 2023	792,924	32,567	42,179	-	52,704	126,868	-	-	1,047,242
Mr JR Thomas, Senior Manager - SCM & Facilities Management - Appointed 01 November 2023	831,810	35,804	46,371	-	98,705	133,090	84,237	-	1,230,017
	11,207,382	388,121	502,669	413,782	633,963	1,719,266	546,080	163,783	15,575,046

8. Notes to the Annual Financial Statements

25. Prior-year adjustments

Presented below are those items contained in the statement of financial performance and statement of financial position that have been affected by prior-year adjustments:

Statement of financial position

2024	Note	As previously reported	Correction of error	Re-classification	Restated
Receivables from exchange transactions	7	5,423,812	(1,649,459)	-	3,774,353
Property, plant and equipment	3	26,535,351	-	474,950	27,010,301
Intangible assets	4	11,335,194	(210,346)	(474,950)	10,649,898
		43,294,357	(1,859,805)	-	41,434,552

Statement of financial performance

2024	Note	As previously reported	Correction of error	Re-classification	Restated
Rendering of services		14	(49,564,390)	1,649,459	(47,914,931)
General expenses		17	35,071,734	210,346	35,282,080
			(14,492,656)	1,859,805	(12,632,851)

8. Notes to the Annual Financial Statements

Errors

The following prior period errors adjustments occurred:

1. Professional Body fee revenue of the South African Professional Firearm Training Council (SAPFTC)

SAQA charges professional bodies R7 per designated member due to a change in the billing model from the 2023-24 financial year. During the financial year, the South African Professional Firearm Council provided a letter confirming their number of members being 297 designated members as at 31 March 2024. It was further identified that the invoice generated to the professional body was incorrectly based on 235 637 members instead of the 297 members due to a validation issue on the NLRD. Management has retrospectively adjusted the relevant line-items as disclosed above.

2. Capitalised expenditure relating to Microsoft Azure Licences and Services

During the financial year it was identified that capital expenditure of R210,346 incurred for Microsoft Azure Cloud services from Global Solutions (Pty) Ltd was incorrectly capitalised with reference to the requirements of GRAP 31. Management has retrospectively adjusted the relevant line-items as disclosed above.

Reclassifications

The following reclassification adjustments occurred during the financial year:

Reclassification of assets

1. During the financial year, it was identified that capitalised expenditure under Intangible assets - Automation workflow under development was incorrectly classified in the previous financial year 2023-24. The capital expenditure of R474,950 relates to a payment for the installation of Storage Area Network (SAN) hardware and the amount has been accurately reclassified to Property, Plant and Equipment as IT equipment.
2. It was identified that insurance costs of R527,083 paid to Maksure Insurance Brokers for short-term insurance cover was incorrectly classified as computer software licencing costs in the 2023-24 financial year. The amount has been reclassified accordingly and the respective comparative amounts were restated.

8. Notes to the Annual Financial Statements

26. Financial risk management

Financial risk factors

Credit risk

Management has a credit policy in place, and the exposure to credit risk is monitored on an ongoing basis. Reputable financial institutions are used for investing and cash-handling purposes.

At the statement of financial position date, there was no significant concentration of credit risk.

The maximum exposure to credit risk is represented by the carrying amount of each financial asset in the statement of financial position.

The maximum exposure to credit risk is as follows:

	2025	2024
Receivables from exchange transactions net of provision for credit loss (note 7)	4,165,393	3,774,353

Liquidity risk

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

SAQA manages liquidity risks by monitoring forecasted cash flows and ensuring that the necessary funds are available to meet any commitments that arise. SAQA further manages liquidity risk by only spending according to its approved budget, which is fully funded. The budget is reviewed and approved annually by the Board and by the Minister of Higher Education, Science and Innovation. Cash that is not needed immediately is invested with the Corporation for Public Deposits. As funds are needed, the necessary cash is transferred to SAQA's operations account. Creditors are paid within 30 days of receipt of the invoice. The entity has minimal exposure to foreign exchange currency fluctuations. Refer to note 35 for a maturity analysis.

The table below analyses the entity's financial liabilities and net-settled derivative financial liabilities into relevant maturity groupings based on the remaining period at the statement of financial position to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash flows. Balances due within 12 months equal their carrying balances as the impact of discounting is not significant.

8. Notes to the Annual Financial Statements

Interest rate risk

SAQA’s exposure to interest rate risk relates to the call deposit held with the Corporation for Public Deposits (CPD). The interest rate is updated weekly and is linked to the Treasury Bills rate. SAQA reviews the rate at regular intervals and compares the rate received to the rates available in the market from other large commercial banking institutions to ensure that it is receiving competitive rates. The funds held with the CPD are available on the same day if requested before 12h00.

Exposure to interest rate risk	Average variable interest rate%	2025	2024
Cash and cash equivalents (note 9)	8	148,974,357	112,496,037

Fair values

The fair values of all financial instruments are substantially identical to carrying amounts reflected in the statement of financial position.

27. Going concern

We draw attention to the fact that as at March 31, 2025, the entity had an accumulated surplus of R 170,952,912 and that the entity’s total assets exceeded its liabilities by R 170,952,912.

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

28. Subsequent events

There was a non-adjusting event identified requiring disclosure that occurred after the reporting period.

- Nature of the event
The SAQA Legal Unit was notified on 26 May 2025, that the Plaintiff withdrew from laying charges due to financial constraints relating to a court case against SAQA and three other government entities. The total contingent liability disclosed as Matter 1 (Court cases) in note 33 amounted to R50,925,309.

8. Notes to the Annual Financial Statements

29. Change in accounting estimate

Impact on changes in accounting estimates on surplus	2025	2024
Decrease in depreciation on Furniture and fixtures	(5,168)	(26,150)
Decrease in amortisation on Intangible assets	(110,732)	(186,067)
Decrease in depreciation on IT equipment	(125,738)	(176,859)
	(241,638)	(389,076)

Management reassessed the remaining useful lives and residual values of property, plant and equipment and intangible assets. The change in estimate was applied prospectively. The effect of this assessment has decreased the depreciation and amortisation charges in the current and future periods by R241,638 (2023/24: R389,076).

30. Fruitless and wasteful expenditure

There were no fruitless and wasteful expenditure incurred and reported for the period under review.

31. Irregular expenditure

	2025	2024
Irregular expenditure - current	-	-

Disciplinary steps taken/Criminal proceedings

No disciplinary steps were taken as there was no irregular expenditure incurred for the period under review.

8. Notes to the Annual Financial Statements

32. Budget differences

Differences between budget and actual amounts presented

The approved budget covers the period from 1 April 2024 to 31 March 2025, which is based on the MTEF budget allocation that is published in the Estimates of National Expenditure by the National Treasury. The budget and the accounting bases differ. The annual financial statements for SAQA are prepared on an accrual basis using a classification based on the nature of expenses in the statement of financial performance. The annual financial statements differ from the budget, which is approved on a cash basis. A separate statement has been prepared on a comparable basis with the actual amounts from the financial statements and the approved budget has been disclosed as required by GRAP 24. The amounts in the annual financial statements were recast from the accrual basis to the cash basis and reclassified by functional classification to be on the same basis as the final approved budget.

Material differences between budget and actual amounts

32.1. Revenue Rendering of services:

There is a favourable 2% variance comparing the actual and budgeted amounts. There has been a large volume of applications for verification and evaluation services that have resulted in additional income being generated during the financial year.

Interest received:

SAQA generated an additional 258% in interest earned over its budget. During the year, surplus funds from the sale of the building have been invested in the CPD account which has generated a significant amount of revenue for the organisation. SAQA shall seek to hold these cash equivalents for any commitments or unforeseen expenditures that may arise.

Sundry income:

Sundry income relates to income not generated from SAQA's core operations. The favourable variance is largely attributable to a R2 million rand verifications project with one of the largest commercial banks in South Africa.

32.2 Expenditure Employee costs:

SAQA has an approximate unfavourable variance against its staff budget of 11%. Each year a sufficient budget is maintained for any cost-of-living adjustments announced by the DPSA.

8. Notes to the Annual Financial Statements

During the year, vacancies filled, renewals of fixed-term staff contracts and acting allowances contributed to the increase in employee costs for the year.

Repairs and maintenance:

The ageing building infrastructure and premises require service and maintenance on an ongoing basis to ensure that the building remains in a good state. During the year SAQA underspent by R604,613, due to the sale of the building.

General expenses:

There is an approximate underspending of 14% against the budget. SAQA continues to monitor expenditures and implement cost-containment measures to ensure financial resources are managed optimally. ICT and building-related costs are SAQA's major cost items. A number of ICT-related projects including automation require significant investment to improve the operational aspect of the business. The ageing state of the building requires SAQA to fund repairs and maintenance in order to keep the building in a safe condition.

Capitalised expenditure:

The costs during the year consist of R4.7 million in expenditure that relates to intangible assets. The capital expenditure on intangible assets comprises 66% of the total additions during the financial year. The ICT and Facilities Units have also procured Property, Plant and Equipment during the financial year for operational purposes. The unfavourable variance was mainly due to additional costs incurred prior to the launch of the foreign qualification module.

Gain on disposal of assets

The entity disposed of the SAQA building and furniture during the current financial year. The proceeds from the sales resulted in a net profit.

8. Notes to the Annual Financial Statements

33. Contingent liabilities

	2025	2024
Labour-related cases	27,416,890	27,385,576
Court case	56,925,308	50,925,308
Unspent funds	140,721,854	108,320,572
	225,064,052	186,631,456

CCMA Cases

Matter 1: Claim for SAQA staff members retrenched

Following the retrenchment of employees implemented by SAQA in May 2021 in line with section 189 of the Labour Relations Act, 33 former staff members took SAQA to the CCMA claiming unfair labour practices. As at the date of this report, the matter has not progressed following a referral from the CCMA to the Labour Court.

LABOUR COURT CASE

Matter 1

The applicant lodged a claim for unfair dismissal and the matter was set down for arbitration on 2 September 2022. On 30 May 2023 an arbitration award was issued in favour of the applicant after which an urgent stay application was made to the Labour Court. The stay application required a deposit of R3,036,792 which was paid into a designated trust account with the attorneys.

COURT CASE

Matter 1

The matter is about an educational institution challenging the Public Service Sector Education and Training Authority (PSETA), Quality Council for Trades and Occupations (QCTO), SAQA and Minister of International Relations for not granting them accreditation to offer 2 diplomatic qualifications.

8. Notes to the Annual Financial Statements

Subsequent to the meeting, the applicant sent a response containing their revised terms of the settlement. In addition to the lifting of the ringfencing on the two historic qualifications they now require the respondents to warranty that some occupational qualifications and unit standards will not be restricted, that the PSETA and QCTO will grant accreditation on some qualifications and a reduced claim on compensation.

The applicant has now issued a Notice in terms of section 3(1) of the Institution of Legal Proceedings Against Certain Organs of State Act, 2002 wherein the applicant intends to approach the court claiming alleged patrimonial loss to the amount of R 203 701 234. Refer to the subsequent event note 28 for a significant development.

Matter 2

An individual is seeking an order for compensation for damages to the sum of R12 million against the Department of Higher Education and Training and SAQA jointly and severally for an alleged breach of legal duty for failure to conduct an inspection against an institution which offered an individual a non-accredited qualification. The liability shall be shared equally between the DHET and SAQA.

UNSPENT FUNDS

SAQA will apply to the National Treasury for retention of the cash surplus after the finalisation of the external audit. The cash surplus was based on the calculation below:

Cash and cash equivalents (note 9)	R 148,974,357
Add: Receivables from exchange transactions (note 7)	R 4,165,393
Add: Labour case deposit (note 6)	R 3,265,218
Add: Rental deposit (note 5)	R 1,678,285
Less: Payables from exchange transactions (note 13)	R 6,223,265
Less: Finance lease obligation (note 10)	R 98,430
Less: Operating lease liability	R 13,243
Less: Employee Benefit Provisions (note 12)	R 10,427,001
Less: Deferred income (note 11)	R 599,460
Cash surplus	R 140,721,854

8. Notes to the Annual Financial Statements

34. Financial instruments by category

Financial assets at amortised cost	2025	2024
Cash and cash equivalents (note 9)	148,974,357	112,496,037
Receivables from exchange transactions (note 7)	4,165,393	3,774,353
	153,139,750	116,270,390

35. Financial liabilities by category

Financial liabilities at amortised cost	2025	2024
Financial lease obligation (note 10)	98,430	276,930
Payables from exchange transactions (note 13)	6,223,265	3,671,837
	6,321,695	3,948,767

Amounts recognised in the statement of financial performance	2025	2024
Financial assets		
Interest on financial assets at amortised cost	10,381,490	8,490,887

Liquidity risk

The entity minimises this risk by ensuring that working capital is available to cover its current liabilities through analysis of the commitments against the cash available in its current and investment accounts.

8. Notes to the Annual Financial Statements

Financial assets	2025	2024
Cash and cash equivalents (note 9)	148,974,357	112,496,037
Receivables from exchange transactions (note 7)	4,165,393	3,774,353
	153,139,750	116,270,390

The following table provides information regarding the maturity analysis of the entity's undiscounted contractual cash flows:

Financial liabilities	Less than 1 year	Between 2 - 5 years	2025
Finance lease obligation (note 10)	98,430	-	98,430
Payables from exchange transactions (note 13)	6,223,265	-	6,223,265
	6,321,695	-	6,321,695

Financial liabilities	Less than 1 year	Between 2 - 5 years	2024
Finance lease obligation (note 10)	98,430	178,500	276,930
Payables from exchange transactions (note 13)	3,671,837	-	3,671,837
	3,770,267	178,500	3,948,767

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