

ANNUAL REPORT

2009/2010



SACE

South African Council of Education
Towards Excellence in Education

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Annual Report

1 April 2009 – 31 March 2010



Magope Maphila
Chairperson

We are truly honoured to submit to you the Annual Report of the South African Council for Educators for the period 1 April 2009 to 31 March 2010, in terms of the Public Finance Management Act, 1999.



Rej Brijraj
Chief Executive Officer

Rej Brijraj
Chief Executive Officer



Matseliso Dipholo
Chief Operations Officer



Morris Mapindani
Chief Financial Officer



Charlotte Ngobeni
Registration Manager



Ella Mokgalane
Professional Development Manager



Cliff Ndwambi
Finance Manager



Thembinkosi Ndhlovu
Communication Manager



Webster Mlambo
Corporate Services



George Moroasui
Legal and Ethics Manager



Mission

SACE IS A PROFESSIONAL COUNCIL FOR EDUCATORS THAT AIMS TO ENHANCE THE STATUS OF THE TEACHING PROFESSION AND PROMOTE THE DEVELOPMENT OF EDUCATORS AND THEIR PROFESSIONAL CONDUCT

STRATEGIC OBJECTIVES

1. To set and review criteria and procedures:
 - To register all educators;
 - To maintain and sustain the credibility of the educator register (data system);
 - To facilitate and manage the professional development of educators;
 - To promote and enhance the image of the profession;
 - To understand, know challenges in the profession and make recommendations; and
2. Compose, maintain, enforce and from time to time review the Code of Professional Ethics; and
3. Ensure that an alleged breach of the Code of Professional Ethics or any other complaint/query is processed in;
and
4. Devise and implement proactive strategies to raise ethical standards in the profession

Chairperson's Message

The South African Council for Educators (SACE) is the guardian of professionalism amongst teachers. Statutes and allied policies require SACE to:

- Register all educators;
- Promote development of the Profession;
- Manage Continuing Professional Development of Teachers and
- Safeguard professional ethics

according to its determined standards as fully captured in the annual report.

It is my duty in collaboration with the CEO to ensure that Council and the administration continue fulfilling these roles. Fortunately, the new Council which was elected in July 2009 for its four year term is acutely aware of the purpose of SACE and the dynamics impacting on its decisions.

The Council scrutinized and reviewed SACE's game plan. Council appreciates the satisfactory delivery of SACE mandates and understands the constraints that SACE endures.

Council has given direction on a methodology to optimize its functions and elevate its standing. We assure the public that teacher professionalism is in good hands. We thank the administration, led by the CEO, for compliance with Council directives.

We note office difficulties, accept causes thereof and commit to work together to overcome these challenges. Let us all re-apply ourselves to safeguard teacher professionalism for the benefit of our learners and our country. We call on all stake holders in education to sustain Quality learning and teaching Campaign to take our country forward.

Regards,



Mr. ML Maphila Chairperson – SACE

July 2010



Magope Maphila
Chairperson

Overview - Chief Executive Officer

The SACE train continued on its teacher professionalism journey for the year ending 31 March 2010. It was not a smooth ride as SACE was delayed by a few challenges and unscheduled stops. Thanks to the goodwill, support and guidance received from Teacher Unions, Education Departments, The Ministry for Basic Education, the Portfolio Committee on Education and other Stakeholders, SACE is back on track.



Rej Brijraj
Chief Executive Officer

In the previous year, the erstwhile Council decided to buy a building in Visagie Street that was to become a home for SACE. It spent approximately R12m, motivated by locality, accessibility and expanse of stand. It also forecast approximately R40m on renovations and refurbishment costs. Consequently a decision was taken to propose to the Minister a special levy increase from R6 per month per educator to R20 for a period of twelve months, to cover envisaged costs.

Once this decision became known, concern was expressed across the board. The Ministry, Portfolio Committee, Teacher Unions and Teachers felt that the increase was excessive and the improvement costs too high.

A series of consultations with all stakeholders, resulted in the new Council (appointed in July last year, led by Mr. M Maphila) rescinding the decision in March 2010. The new Council mandated a special task team, headed by the Finance Committee to investigate research and analyse all other viable alternatives, and make proposals to a special Council. The task team was also mandated to make recommendations regarding a levy increase, in light of its findings. The Special Council Meeting, held in June 2010 decided to increase SACE levies from R6 per month per educator to R10 with effect from 1 July 2010, subject to a special strategic planning session scheduled for August 2010 with stakeholders.

The Council and stakeholders appreciate the difficulties SACE encounters in its present location arrangements and will pronounce on this matter at the session. A challenge, therefore, turned into an opportunity for SACE to forge ahead in a renewed inclusive paradigm.

SACE's financial woes were compounded, inadvertently, by the Department of Basic Education (DBE). The Council expected approximately R7m from the Department for Continuing Professional Teacher Development (CPTD) infrastructure as planned by the DBE-SACE task team. For a range of factors, beyond the control of the Department, SACE was able to secure only R1,5m (approx). This resulted in SACE encountering serious cash flow problems and infringing financial prescripts, in order to survive. Fortunately the Department and the Stakeholders have an understanding of SACE'S predicament and have resolved to ensure that SACE is adequately resourced to proceed on its CPTD mandate unhindered.

Notwithstanding the above, SACE continued delivering on its mandates at a satisfactory level. The SACE call – centre is fully operational and is being enhanced to incorporate a "teacher, assistant facility" or "help desk."

In terms of its prime mandate, Council registered 28723 educators bringing the total on the register to 560 000 (approx). Validation, updating, and differentiation of register is planned for coming year as the new registration system is now fully functional.

In terms of its chief responsibility regarding the professional development of teachers, Council has, together with the Department, set up the Continuing Professional Teacher Development System (CPTD-S). The system is being piloted and advocated for refinements. In line with the "New National Integrated Plan for teacher Development," SACE is ready to play its part. SACE has come a long way to ensure that the teacher's badge for professionalism is the Professional Development Portfolio.

As custodian of Professional Ethics, SACE processed 413 complaints received in the period under review. 85 hearings resulted in 14 educators being struck of the roll. In all 339 cases; including mediation, counseling and referrals, were concluded. SACE is engaging in more pro-active ethics empowerment initiatives to reduce beach incidents.

The newly elected Council, chaired by Cde M. Maphila, has given the administration a renewed way forward in order to maximize its efforts to enhance professionalism of teachers.

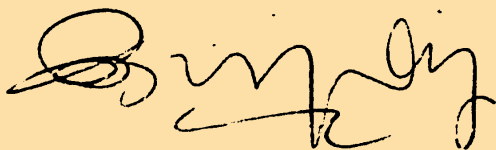
SACE consequently has:

- Regular meetings and interactions with stakeholders;
- Increased its outreach capacity and initiative to entrench professionalism;
- Prioritized research for educator empowerment as its anchor;
- Decided to categorize registration;
- Embarked on discussions regarding professional designations; and
- Participated more assertively in teacher development processes.

The re-branded SACE appreciates:

- The wise stewardship of its Council and Committee members;
- The guidance and support of the Ministry, Departments, Teacher Unions and Stakeholders; and
- The loyal service of its staff.

The signals are clear for the SACE train to speed "towards excellence in education."



Rej Brijraj CEO - SACE

July 2010

SECTION 2: PERFORMANCE INFORMATION

Introduction

This section focuses on the reports of the three Divisions that are responsible for SACE's core mandates – Registration, Professional Development, and Ethics and Legal Divisions. These Divisions fall squarely under the leadership and oversight of the Chief Operations Officer (COO). The office of the COO has three primary functions:

- Coordinating and synergizing the functions of the three core Divisions. This will ensure that the Divisions' programmes are planned and implemented in a more coordinated and united approach;
- The management of operational logistics was dispersed across the organization. The office of the COO has the responsibility to centralize the core Divisions' operational plans, and therefore ensuring harmonization of all events within those Divisions; and
- Having ongoing interactions with outside entities and providers, and members of the public at the behest of the CEO's office.

This office is pleased to present the achievements, challenges, and future plans of SACE's core functions through the reports of the three Divisions in the following order:

- Registration
- Professional Development
- Ethics and Legal

1. REGISTRATION REPORT

The Registration Department has once again executed its mandate of ensuring the registration of all practicing educators in South Africa successfully during this financial year.

1.1 Registering educators

The Department has added **28 723** educators to the register, **12 980** updates have been recorded.

Requests for reprint of certificates escalated, which gives an indication that many teachers lose their registration certificates and other documents that serves as proof of registration. This is an area that requires attention to ensure support to educators.

Registration has been broadened to include ECD, ABET, FET, GET, WALDORF, MONTESSORI sectors and specific provisional registration. The next step is to broaden GET sector to include phases. Certificates for all sectors and provisional registration will be issued as well.

Outreach campaigns are to be undertaken to those identified areas with unregistered educators.

1.2 Improved response time to all registration queries

Queries were speedily resolved and the turnaround time is twenty four hours. These range from request for replacement of lost certificates to complaints of certificates not received. Sometimes certificates are returned to the office due to non-delivery. Reasons for undelivered certificates range from post boxes that have been closed, to some educators having moved from the address provided on the application form.

1.3 Bulk scanning, storage & filing/archiving

In addition to outsourcing scanning and archiving, the office engages in small scale scanning. Scanning of 16 088 documents was done in-house.

1.4 Implementing a registration system that is reliable and fast

The new data system was implemented during the year. Its full potential has not yet been realised, as numerous improvements and upgrades are still taking place. These were done in order to provide not only a stable database but a reliable and fast data base as well.

See below updates and timelines thereof

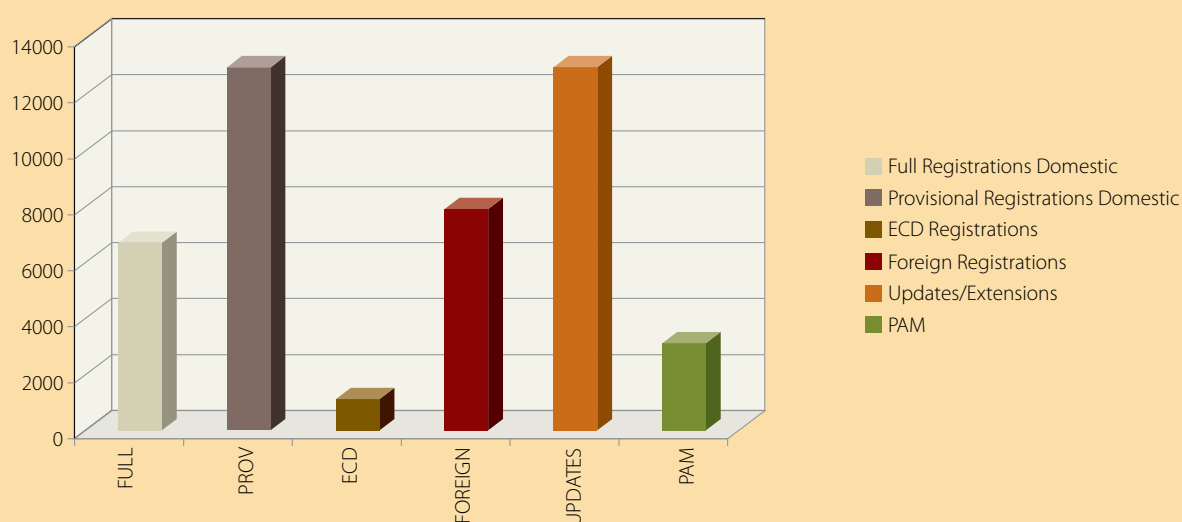
- **June 2009 - Postal Codes & EMIS list added**
- **July 2009 - Portable Laptop version release**
- **August 2009 - Incoming Mail Tracker**
- **September 2009 - Client Query Tracker & Walk In Tracker Pilot**
- **November 2009 - General Data clean up & improvements to all systems**

Different categories of registration.

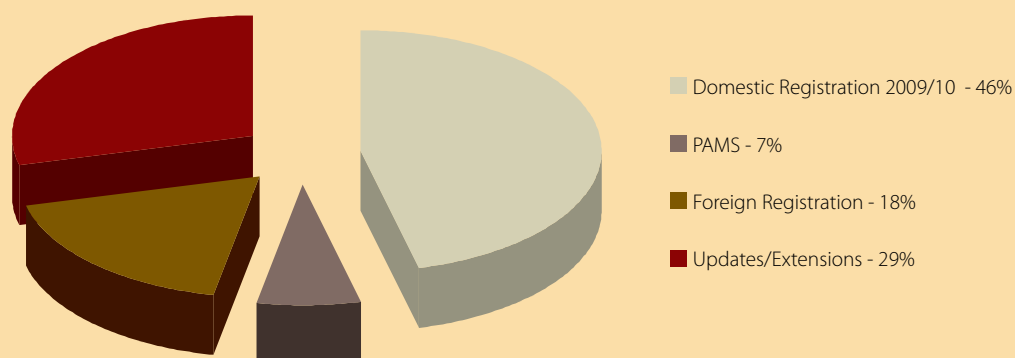
Educators registered	28 723
Full registration	6 690
Provisional	12 957
ECD	1 115
Foreign educators	7 961
Updates, extensions & reprints	12 980
Pre-accredited members (PAM)	3096

1.5 The graphs below represent registrations over the period 2009/10

Registration Stats 2009/2010



Registrations 2009/2010



1.6 The Council has agreed to ensure:

1. All unregistered educators are registered in the coming year;
2. New differentiated certificates are issued; and
3. Comprehensive updates and validation of the database to make it dynamic, reliable and a source for teacher development.

Charlotte Ngobeni - Registration Manager

2. PROFESSIONAL DEVELOPMENT REPORT

This section will report on the three different functions of the Professional Development Division – CPTD System, Professional Development Programmes, and Research activities.

2.1 CPTD System

2.1.1 Introduction

The National Policy Framework on Teacher Education and Development (NPFTED) in South Africa was approved by the Minister of Education on the 26th April 2007. This Policy Framework ushered the Continuing Professional Teacher Development (CPTD) system which is an essential component of a comprehensive teacher education and development system.

2.1.2 CPTD Process Issues

The declaration of the policy framework indicated that SACE as the national body for the education profession will be responsible for managing the CPTD system with the support of the Department of Basic Education (DBE).

2.1.3 CPTD Task Team

The South African Council for Educators supported by the Department of Education set up a joint task team in order to develop the CPTD System and the related ICT System called the CPTD Information System (CPTD-IS). In doing so, the Task Team managed to put various processes into place and developed initial conceptual documents that assist in providing guidance and direction in as far as the CPTD system development processes are concerned.

The Task team holds regular meetings that are facilitated by SACE and from April 2009 - March 2010 twenty four meetings were held including special meetings and workshops. In addition, 4 Reference Group meetings were held. The SACE/DBE bilateral recommended to the Task team the need to review the CPTD design and Endorsement Handbook issues that might pose a challenge for the smooth implementation of the system.

The CPTD Task Team undertook a review of the system in order to reduce the beaurocracy and administration overload for teachers. In doing this a sub-committee was established to work on a system that is simple, intelligible, helpful and efficient. This work was done and proposals were shared with the Task team members in a consultative workshop. They were further shared with the Hedcom Teacher Development Sub-committee.

2.1.4 CPTD Pilot

The pilot is testing the readiness of the CPTD system to be rolled out to SACE-registered school-based educators from January 2011. The readiness of the following CPTD components is being tested:

- 1. Endorsement processes.** The effectiveness of the Interim Endorsement Committee and Endorsement Unit which will include testing the provisions of the handbook, the endorsement of PD activities by the Interim Endorsement Committee and the allocation of PD points to such activities as indicated;
- 2. CPTD-IS.** The functionality of all aspects of the CPTD ICT system;
- 3. Management, administrative and support capacity.** Personnel, skills, systems, infrastructure in SACE, schools, district offices;
- 4. Advocacy and communication.** Levels of understanding and buy-in among teachers, principals, district offices, teachers' organisations, providers;
- 5. Provider capacity.** Personnel, skills, systems, infrastructure in HEIs, NGOs, privates, PEDs, teachers' unions; and
- 6. Investment.** Funds invested in PD activities by DBE, PEDs, other employers, other funders, and teachers; and on what kinds of PD activities.

The pilot will indicate the strengths and weaknesses of these components and enable the Task Team to take corrective measures or recommend them to SACE and DBE.

The CPTD system pilot is conducted in 13 districts and 144 schools across the 9 provinces. The pilot runs from August 2009 to October 2010.

In beginning the monitoring and evaluation process, SACE had a small scale pilot monitoring process in the Gauteng pilot schools. The aim of the small scale monitoring process was to:

- Assess the pilot progress in the few pilot schools and look at the extent at which the necessary adjustments could be made;

- Assess SACE's capacity in engaging in the monitoring process of the pilot in the 9 provinces; and
- Assess the functionality of the Continuing Professional Teacher Development Information System (CPTD-IS).

2.1.5 Some Milestones reached

During this particular period we were able to achieve significant milestones with regard to the CPTD pilot. Amongst these are:

2.1.5.1 Provincial Pilot Coordinating Committees

- Provincial Pilot Coordinating Committees were set up (PPCC) across all nine provinces. The aim was to have a coordinating structure at the provincial level in order to support the pilot processes.
- Leading and guiding the Pilot provinces; and
- Facilitating co-ordination of PED support for the Pilot districts and schools.

2.1.5.2 District Pilot Coordinating Committees

District Pilot Coordinating Committees (DPCC) were set up in all 133 piloting districts. This was meant to assist schools at the level of delivery as districts are directly in contact with the schools:

- To oversee the pilot activities at District level in collaboration with the District Pilot Coordinators; and
- To provide the necessary support to the pilot processes (e.g. advocacy, school visits, orientations of schools/teachers, feedback, reports).

2.1.5.3 Resource Persons

Thirty six (36) Resource persons to serve all nine provinces were appointed:

- To advise and support Lead Participants on matters relating to the Pilot;
- To train Lead Participants and provide support on the CPTD sign-up and CPTD-IS Web Self Service usage;
- To assist Lead Participants in conducting orientation to the Pilot in participating schools; and
- To liaise with Pilot schools, the Provincial Pilot Coordinators and SACE

2.1.5.4 Lead Participants

SACE appointed 2 Lead Participants per school across all 144 piloting schools. These individuals serve as contact points for all the CPTD pilot activities and render on-site support to the teachers.

2.1.5.5 Training of structures

- Training and capacity building workshops for both Resource persons and Provincial coordinators with the aim of enabling them to provide a better support in their own provinces was provided.

2.1.5.6 Development of educational material

CPTD information booklets were developed and distributed with the purpose of informing and assisting piloting schools to understand the CPTD System as envisaged in the National Policy Framework for Teacher Education and Development. This was also meant to help the Lead participants to render support to the teachers in their own schools.

2.1.5.7 CPTD-IS

The CPTD-IS development is on track and we had successful interaction with service provider linked to:

- Acceptance Testing of the system;
- Training of the CPTD Unit staff; and
- Piloting the Sign-up process in 21 schools in Gauteng Province.

The system has been uploaded with data from our registration division, names of schools, and 300 988 thousand educators. We have managed to link this to the SACE website and clients can access it through the internet.

2.2 Professional Development Programmes**2.2.1 Review of the Professional Development Training and Educator support material**

The Professional Development Programmes sub-division has educator training and support material used on a regular basis for various training and outreach sessions for the Division. The material is reviewed and revised thoroughly at the beginning of each year with the view of taking out outdated information and putting in current updates. In addition, the sub-division gets ongoing feedback from workshop sessions and stakeholders on the material used. The received feedback is incorporated in the material review process. To date the sub-division has reviewed all the material used for the Professional Development Portfolio and IQMS Performance Standard five programme.

2.2.2 Training, Development and Support of Educators

15 000 copies of the SACE professional development material were printed and distributed to educators in schools, teachers unions, and departments of education on request basis. The material consists of the:

- Professional development portfolio training guides;

- Professional development portfolio files and CDs for Post Level 1 – 4;
- Professional development in the field of your work; and
- CPTD slides.

Some of the material was used by the SACE staff in their training and development sessions with teachers in various provinces. The other material is used by teacher unions, schools and departments of education to train educators with the guidance and support of the SACE trained professional development resource persons. As a result of this, we have managed to train close to 13 850 educators, indirectly, on the professional development portfolio, CPTD, and IQMS Performance Standard No. 5. The SACE staff has trained 1346 educators. These numbers appear to be low as compared to the 2008/09 because our activities were scaled down due to financial constraints.

2.2.3 2009/10 Professional Development Training Sessions

DATE	ORGANIZATION	PROVINCE	AREA	NO. OF DELEGATES
25 - 26 April	Dept of Education	Gauteng	KOPANONG	46
9 - 10 May	Dept of education	Gauteng	KOPANONG	75
11 June	SADTU Waterburg	Limpopo	Waterburg	50
20 - 21 June	SADTU	Mpumalanga	Piet Retief	76
5 - 6 August	SADTU	KZN	Durban	40
15 - 16 August	Ntataise Primary	North West	Klerksdorp	74
29 - 30 August	Teach South Africa NGO	Gauteng	Alberton Teachers' Centre	75
7 - 8 September	SADTU	Gauteng	Bichwood Hotel	79
19 September	Letlhabile Area Office	North West	Jericho	20
19 - 20 September	Sedibeng East District	Gauteng		79
11 - 12 September	Hazy View Sub Region	Mpumalanga	Graskop Lower Primary	35
18 - 19 September	Hazy View Sub Region	Mpumalanga	Mashishing Secondary	69
9 - 10 October	White River and Insikazi	Mpumalanga	White River Primary School	80
17 - 18 October	PEU Limpopo Central District	Limpopo	Bolivia lodge	85
23 - 24 October	SADTU Queenstown Northern Region	Eastern Cape	Aloe Groove Lodge	49
30 - 31 October	White Hazy	Mpumalanga	Mshadza Secondary School	83
31 Oct - 1 Nov	SADTU Umthatha Eastern Region	Eastern Cape	Trinset Institution	39
4 - 5 November	SADTU	Eastern Cape	Regent Hotel	65
6 - 7 February 2010	Dept of Education - Dr. Kenneth Kaunda	North West		120
13 - 14 February 2010	Dept of Education - Dr. Kenneth Kaunda	North West		107
TOTAL				1346

In addition, the sub-division conducted refresher training and support sessions for 60 professional development resource persons from various provinces. These resource persons were also provided with ongoing development and support to ensure that they stay current regarding professional development matters.

2.2.4 2009 World Teachers' Day

The 2009 World Teachers' Day was celebrated with approximately 1000 educators in Kimberley, Northern Cape Province. The celebration was also attended by the Minister of Education (as the keynote speaker), Premier of the Northern Cape province, MEC and Head of the Department in the Northern Cape, SACE Councilors and staff, educators and stakeholders of the Northern Cape province. The aim of this celebration was to appreciate educators nationally and in the Northern Cape for their dedication and commitment to the teaching profession.

Furthermore, we published the World Teachers' Day article in the Teacher Newspaper which gets distributed to 30 000 schools. The article served two purposes:

- To send a message of appreciation to all the educators in the country, and
- To provide schools and communities with various ideas on how to celebrate and honour teachers on the 5th of October.

We also managed to publicize and advocate the 2009 World Teachers' Day celebrations and messages through the 20 000 World Teachers' Day promotional and advocacy material in a form of:

- wall calendars;
- desk tent calendars;
- brochures; and pens

2.3 Research Activities

The Research Sub-Division has been focusing on a number of activities in terms of (a) conceptualizing programmes, (b) review processes; (c) some analysis work, and supporting the CPTD unit with some research.

2.3.1 Conceptualization Work

We have produced concept documents on the following:

- Educator Professional Assistant Facility;
- Professional Designation for Teachers; and
- SACE Professional Magazine.

2.3.2 Review Processes

- We are reviewing the Professional Development Portfolio for purposes of aligning it to the CPTD processes and Needs identification appraisal processes.

2.3.3 Ongoing Analysis Work

- Ethics cases received in the 2008/09 financial years;
- SACE research agenda; and
- Safety in schools discussion document.

2.3.4 CPTD System Research Support

The sub-division worked on two research activities that supported the work of the CPTD section in terms of (a) analyzing the Gauteng Pilot Schools monitoring data and producing the report, and (b) enhancing and simplifying the endorsement and related CPTD system processes on the basis of feedback coming from stakeholders, TDS summit, Task Team, and Reference Group, and mandate from the SACE/DBE bilateral on CPTD matters.

The Council has decided to enhance its core mandate regarding, research, advice to the Minister and the profession on teacher development and professionalism for the new financial year.

Ella Mokgalane

Manager - Professional Development

Theo Toolo

Co-ordinator - CPTD

3. LEGAL AND ETHICS

For the period under review, the division focused on reducing the backlog. This exercise has almost been achieved. This afforded the division an opportunity to focus more on recent cases.

The division's mandates are:

- To maintain, review and enforce the Code of Conduct;
- To investigate complaints against educators; and
- To promote ethical conduct of educators

Every complaint that is received is investigated either telephonically, by correspondence or by conducting a physical investigation at a school. As soon as all information has been collected, it is referred to the Ethics Committee for it to advise on how such a complaint should be dealt with. The committee may recommend that an educator be charged, that a complaint be referred to a relevant authority, that a matter be mediated upon, that an advisory letter be forwarded to an alleged perpetrator, etc. Should the Ethics committee recommend that charges be preferred against an educator, summons are issued against the educator and a hearing gets scheduled to take place at the earliest possible opportunity.

Most of our disciplinary hearings take the form of peer adjudication. This means that educators serve as presiding officers and panelists; and pass judgment on their fellow educators accused of breaching the Code of Professional Ethics. Our panel members are trained on issues of law, disciplinary procedures and various other legal processes to enable them to effectively carry out these duties.

Until July 2008, each disciplinary panel deciding on a disciplinary matter was assisted by a legal practitioner so as to give them direction on contentious legal issues. Since August 2008, we have reduced the use of legal practitioners as a cost cutting measure. Legal practitioners are only utilized in special and or exceptional cases; our panelists now handle these matters on their own.

3.1 Relationship with Provincial Departments of Education

We have established networks with all Provincial Departments so as to ensure that all disciplinary matters are effective, and in the process, protocols and channels in which offences have to be reported for speedy adjudication and finalization thereof have been established. These are starting to bear fruit.

3.2. Total number of complaints received from 1 April 2009 to 31 March 2010 **413**

3.3 Types of offences or breaches

Verbal Abuse, Victimization, Harassment, Defamation.	Sexual Misconduct	Fraud, Theft, Fin- Mismanagement	Racism	Corporal Punishment, Assault.	Unprof- Conduct, Alcohol Abuse, Absenteeism, Insubordination	Negligence	Murder	No Jurisdiction
30	85	40	3	90	138	-	-	27

3.4 Total number of disciplinary hearings finalized from 1 April 2009 to 31 March 2010 **85**

3.5 Total number of cases finalized in other forms: **150**

These are cases where educators have been alerted or given advice by Council instead of disciplinary charges being instituted against them, the files are then closed.

3.6 Total number of cases mediated upon: **11**

Mediations are conducted where council has observed that relationships between educators have broken down and rifts have to be healed.

3.7 Total number of appeals received: **04**

These appeals were received from educators whose names have been struck from the roll of educators indefinitely for sexual offences.

3.8 Total number of referrals to other institutions **93**

3.8.1 Cases referred to the ELRC: **29**

These are labour related cases referred to us instead of the referral to the ELRC. The cases related to promotions of educators or unfair dismissals.

3.8.2 Cases referred to the DBE: **58**

These cases related to conditions of service, for example, high enrolment rolls in classes, other educators being given preferences above others by the principals, etc.

3.8.3 Case referred to the SAPS: 04

These were cases where educators have submitted fraudulent SACE certificates.

3.8.4 Cases referred to the Social Services: 01

3.8.5 Cases referred to the Public Protector: 01

3.9 Finalised disciplinary hearings: breakdown per verdicts and sanctions

Educators found guilty: 80

Educators found not guilty: 05

TOTAL 85

Educators struck off indefinitely: 12

Educators struck off but may re-apply
After the expiry of a certain period: 02

Educators struck off but striking
Suspended for a certain period 44
Other forms of sanctions including Fines 27

3.10 OTHER FORMS OF INTERVENTIONS

Mediations conducted 11

Cases finalised in other forms 150

Cases referred to other institutions 93

3.11 Total number of cases finalised and closed between 1 April 2009 and 31 March 2010 339

In future SACE shall undertake more pro-active initiatives like advocacy, outreach, counseling and mediation to minimize prosecution.

George Moroasui - Manager Legal and Ethics

4. SUPPORT SERVICE REPORT

4.1 Introduction

The Support Services provides support and functional expertise to SACE whilst ensuring efficient and effective delivery of SACE's statutory mandates. Support Services is split into three (3) units, namely The Finance, Communications and Corporate Services under the supervision of the Chief Financial Officer. Support Services takes the lead in the provision of the following areas: people management, efficiency planning, ICT planning, risk and property management, marketing, advocacy, media services, budget planning and management, procurement services, registry, stakeholder relations, call centre operations, social and community responsibility etc. It also provides support, guidance and expertise relating to personnel management, learning growth and administrative services to SACE's divisions.

4.2 Corporate Services

- Since 2002 SACE, has been accommodated by the ELRC at its head offices in Centurion. The demand for office accommodation continues to plague Council such that the Council meeting held on the 18 March 2010 mandated the SACE Finance Committee to look into this matter. Presently SACE offices are also located in two other adjacent buildings.

4.3 Human Resources

4.3.1 The Composition of Council

The Minister for Basic Education appointed the Council for the period 1 August 2009 to 31 July 2013. The Council consist of 30 Councilors, of these 25 members are nominated by Stakeholders in education, 5 of whom are nominated directly by the Minister.

4.3.2 Powers and duties of council

The following is an abridged version of powers and duties of Council,

(a) with regard to **the registration** of educators-

- must determine minimum criteria and procedures for registration or provisional registration;
- must consider and decide on any application for registration or provisional registration;
- must keep a register of the names of all persons who are registered or provisionally registered;
- must determine the form and contents of the registers and certificates to be kept, maintained or issued in terms of this Act,

(b) with regard to the promotion and development of the education and training profession-

- must promote, develop and maintain a professional image;
must advise the Minister on matters relating to the education and training of educators;
- must research and develop a **professional development** policy;
- must promote in-service training of all educators;
- may develop resource materials to initiate and run, in consultation with an employer. training programmed, workshops, seminars and short courses that are designed to enhance the profession;

(c) with regard to **professional ethics**-

- must compile, maintain and from time to time review a code of professional ethics for educators who are registered or provisionally registered with the council;
- must determine a fair hearing procedure;
- subject to subparagraph (ii), may-
 - (aa) caution or reprimand;
 - (bb) impose a fine not exceeding one month's salary on; or
 - (cc) remove from the register for a specified period or indefinitely, or subject to specific conditions, the name of an educator found guilty of a breach of the code of professional ethics and
 - may suspend a sanction imposed under subparagraph (iii) (bb) or (cc) for a period and on conditions determined by the council:

(d) in general -

- must advise the Minister on any educational aspect which the Minister may request it to advise on.

4.3.3 Council and its sub Committees (c - chairperson; x - member)

Councillors		Component	1. EXCO	2. PRODCO	3. REGCO	4. ETHCOM	5. FINCO	6. STAFCO	7. ADVOCO	8. AUDCO	9. ENDCO
1	Dr Denyse Webbstock	CHE									
2	Mr Elphus Maseko	NASGB			X						
3	Mr Christian Nel	FEDSAS						X			
4	Mr William Bester	NAISA			X						
5	Dr Gustav Niebuhr	NBFET		X							
6	Dr Josef Breed	SAOU	X				C				
7	Mr Moses Ndlovu	NATU				X					
8	Mr Sibusiso Mchunu	NATU	X					C			
9	Mrs Anthea Cereseto Deputy Chair	NAPTOSA	X			C					

Councillors		Component	1. EXCO	2. PRODCO	3. REGCO	4. ETHCOM	5. FINCO	6. STAFCO	7. ADVOCO	8. AUDCO	9. ENDCO
10	Mr Geoffrey Harrison	NAPTOSA		X							
11	Mr George Bengell	NAPTOSA					X				
12	Mr Malose Kutumela	(PEU)		X							
13	Mr Mxolisi Bomvana	SADTU					X				
14	Mr Tseliso Ledimo	SADTU		X							
15	Vacancy (OTP)	SADTU		X							
16	Mr John Jeftha	(CTPA)	X						C		
17	Mr Magope Maphila Chairperson	SADTU	C			X					
18	Mr Sipho Mayongo	SADTU									
19	Mr Christopher Ndlala	SADTU							X		
20	Mr Walter Hlase	SADTU	X		C						
21	Mr Bongani Mcoyana	SADTU						X			
22	Mr Maruping Marumo	SADTU				X					
23	Ms Fezeka Loliwe	SADTU			X						
24	Mrs Palesa Tyobeka	DOE						X			
25	Dr Nonhlanhla Nduna-Watson	DOE							X		
26	Prof. Nomathemba Magi	DOE	X	C							X
27	Vacancy (DOE)	DOE									
28	Prof. Sarah Gravett	DOE									X
29	Mr Rej Brijraj		C	X	X	X	X	X	X	X	X
Non Councillors											
1	Fourie FNJ (Mr)	Independent					X				
2	Myburgh M (Mr)	Independent									X
3	Karim K (Mr)	Independent								X	
4	Ndlazi C (Mr)	Independent								X	
5	White P (Mr)	Independent								X	
6	Snayer B (Mr)	Independent								X	
7	Monei L (Ms)	Independent						X			
8	Clarke G (Mr)	Independent					X				
9	Du Toit RM (Mrs)	Independent			X				X		
10	Eastes J (Mr)	Independent				X					
11	Pillay D (Mrs)	Independent							X		

Attendance at the South African Council for Educators (Council) and Committee meetings was as follows for the year in review:

Term of office commenced 1 August 2009 - 30 July 2013

Councillors		Council Meetings	1. EXCO	2. PRODCO	3. REGCO	4. ETHCOM	5. FINCO	6. STAFCO	7. ADVOCO	8. AUDCO
1	Dr Dennyse Webbstock	0/0								
2	Mr Elphus Maseko	5/5			2/2					
3	Mr Christian Nel	4/5						1/1		
4	Mr William Bester	4/5			2/2					
5	Dr Gustav Niebhur	4/5		2/2						
6	Dr Josef Breed	5/5	3/3				2/2			
7	Mr Moses Ndlovu	4/5				2/2				
8	Mr Sibusiso Mchunu	4/5	2/3					1/1		
9	Mrs Anthea Cereseto D. Chair	5/5	3/3			2/2				
10	Mr Geoffrey Harrison	4/5		1/2						
11	Mr George Bengell	4/5					2/2			
12	Mr Malose Kutumela	4/5		2/2						
13	Mr Mxolisi Bomvana	4/5					2/2			
14	Mr Tseliso Ledimo	4/5		2/2						
15	*Ms Matseliso Dipholo (Vacant)	1/1								
16	Mr John Jeftha	5/5	3/3						1/1	
17	Mr Magope Maphila Chairperson	5/5				2/2				
18	Mr Sipho Mayongo	1/1								
	*Mr Nkosana Dolopi	3/4								
19	Mr Chris Ndlela	4/5							1/1	
20	Mr Walter Hlaise	5/5	3/3		2/2					
21	Mr Bongani Mcoyana	3/5						0/1		1/1
22	Mr Maruping Marumo	2/5				2/2				
23	Ms Fezeka Loliwe	2/5			1/2					
24	Mrs Palesa Tyobeka	0/5						0/1		
25	Dr Nonhlanhla Nduna-Watson	4/5							1/1	
26	Prof. Nomathemba Magi	3/5	2/3	2/2						
27	*Prof. Mary Metcalfe (Vacant)	1/1								
28	Prof. Sarah Gravett	3/5								
29	Mr Rej Brijraj	5/5	3/3	2/2	2/2	2/2	2/2	1/1	1/1	1/1

Endorsement Committee Meetings			
Attendees	09 February 2009	23 February 2009	05 June 2009
1. Mr. Theo Toolo	✓	✓	✓
2. Mrs. Marion Joseph	✓	✓	✓
3. Rev Brian Mazibuko	✓	✓	✓
4. Mr. Rej Brijraj	✓	✓	✓
5. Mrs. Angie Setlhako	✓	✓	X
6. Prof Michael Samuel	✓	✓	✓
7. Prof Nomathemba Magi	✓	✓	✓
8. Mr. Chris Ndlela	✓	✓	✓
9. Mr. Wedekind	✓	✓	✓
10. Ella Mokgalane	X	✓	✓
11. Prof Rob Sieborger	X	X	✓

NB:

✓ - Indicates present

X - Indicates apology/absent

Councillors		Council Meetings	1. EXCO	2. PRODCO	3. REGCO	4. ETHCOM	5. FINCO	6. STAFCO	7. ADVOCO	8. AUDCO
Non Councillors										
1	Fourie FNJ (Mr)						2/2			
2	Myburgh M (Mr)									
3	Karim K (Mr)									1/1
4	Ndlazi C (Mr)									1/1
5	White P (Mr)									1/1
6	Snayer B (Mr)									1/1
7	Monei L (Ms)									
8	Clarke G (Mr)						2/2			
9	Du Toit RM (Mrs)			2/2					1/1	
10	Eastes J (Mr)					3/3				
11	Pillay D (Mrs)								1/1	

Please note: First number represents meetings attended by the delegate versus organized meetings

1. Theophilus Bhengu resigned and has since been replaced by Dr Dennyse Webbstock.
2. Mr Nkosana Dolopi resigned and has been replaced by Mr Sipho Mayongo.

*Council awaiting replacements for the following:

1. Ms Matseliso Dipholo.
2. Prof Mary Metcalfe.

Term of office ended on 30 July 2009

Councillors		Council Meetings	1. EXCO	2. PRODCO	3. REGCO	4. ETHCOM	5. FINCO	6. STAFCO	7. ADVOCO	8. AUDCO
1	Dr Theophilus Bhengu	1/1								
2	Mr Elphus Maseko	1/1			1/1					
3	Mr Christian Nel	1/1						2/2		
4	Mr Jim Welsh	1/1				2/3				
5	Mr Vuyo Tekani	1/1			1/1			1/2		
6	Mrs Martjie du Toit	1/1								
7	Mr Vivian Masondo	1/1	2/2		1/1	3/3				
8	Mr Sibusiso Mchunu	1/1						2/2		
9	Mrs Anthea Cereseto D. Chair	1/1	2/2			3/3				
10	Mrs Nokuthula Mthethwa	0/1							0/1	
11	Mr John Eastes	1/1					2/2			
12	Mrs Denise Pillay	1/1							1/1	
13	Mr Mkhuseleli Bewana	1/1			1/1					
14	Mr Gregory Clark	1/1								
15	Ms Matseliso Dipholo	1/1		2/2					1/1	
16	Mr John Jeftha	1/1	2/2						1/1	
17	Mr Magope Maphila	1/1				3/3				
18	Ms Lesego Monei	1/1						2/2		
19	Mr Chris Ndlela	1/1				1/2				
20	Vacancy (TN)									
21	Mr Basil Snayer	1/1	2/2				2/2			
22	Vacancy									
23	Vacancy									
24	Dr Francis Nzama	0/1		1/2						
25	Prof Mary Metcalfe	0/1		1/2						
26	Prof. Yaliwe Jiya	1/1	2/2							1/1
27	Vacancy	-								
28	Prof Jonahan Jansen	0/1								
29	Mr Rej Brijraj	1/1	2/2	2/2	2/2	3/3	2/2	2/2	1/1	1/1
Non Councillors										
1	Fourie FNJ (Mr)	Independent					2/2			
2	Myburgh M (Mr)	Independent		1/2						
3	Karim K (Mr)	Independent								1/1
4	Ndlazi C (Mr)	Independent								1/1
5	White P (Mr)	Independent					2/2			1/1

4.4 Corporate Social Responsibility

The Council secured a sponsorship for office equipment to the value of R35 000 for Bula Dikgoro Primary School in Mamelodi, an event that was witnessed by SACE guests from Nigeria. Our appreciation goes to Itec Tiyende for the contribution towards improvement of the culture of learning and teaching in South Africa.

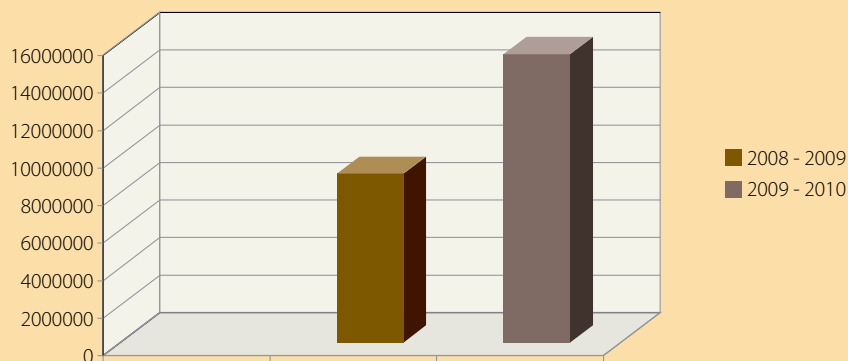


4.2.1 Human Resource

The Human Resource function is under the supervision of the Staffing Committee, which deals with SACE Staffing matters, including conditions of service and recruitment.

4.2.2 Expenditure

The total staff costs incurred by Council in 2009/10 financial year amounted to R15 381 193. The total staff costs represent 41.3% of the total expenditure for 2009/10 financial year. The diagram below represents the staff cost comparison between 2008/9 and 2009/10.



4.2.3 Employment Changes

The staff complement for the year under review was 71 inclusive of 11 temporarily appointed personnel, an increase of 39% from 2008/9 financial year. In addition to the abovementioned staff complement, three (3) interns were on the internship programme for the period under review.

The table below illustrates the appointments of senior personnel made in 2009/10 financial year. In addition to these appointments, 8 junior personnel were appointed in different capacities.

Incumbent	Department/Stream	Profile
Ms Matseliso Dipholo	Core/Operations	Chief Operations Officer
Mr Thembinkosi Ndhlovu	Support Services	Manager Stakeholder Relations and Communications
Mr Ditshego Toolo	Core/Operations	CPTD Coordinator
Ms Josinah Moeletsi	Support Services	Assistant Manager Communications (Media Production and Liason)
Mr Richard Cordeiro	Core/Operations	Assistant Manger Registration
Mrs Salamina Mosese	Support Services	Assistant Manager Communications (Stakeholder Relations)
Mrs Mary Muhlarhi	Support Services	Human Resource Officer
Mr Webster Mlambo	Support Services	Head Corporate Services
Mr Mxolisi Khumalo	Support Services	Committee Secretary

The table below illustrates the resignation of senior personnel made in 2009/10 financial year.

Incumbent	Department/Stream	Profile
Mr Zolani Gosani	Core/Operations	Assistant Manager Professional Development (Research)
Ms Linda Ayer	Support Services	Publications & Website Management Officer

4.2.4 Employment Equity

The Employment Equity profile, as at 31 March 2010, is shown in the tables below. The tables represent the composition of staff by gender (Figure 1), race (Figure 2) and gender spread by race:

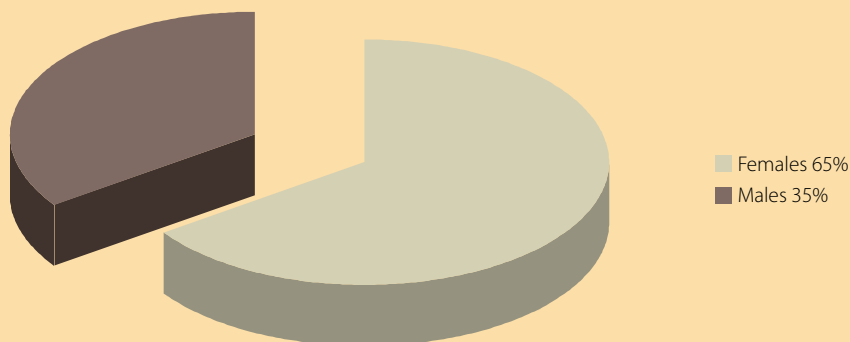


Figure 1: Gender Employment Equity

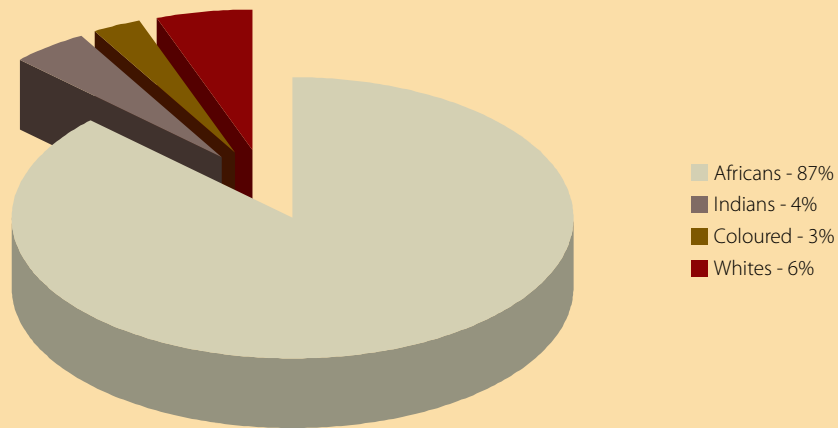


Figure 2: Employment Equity by Race

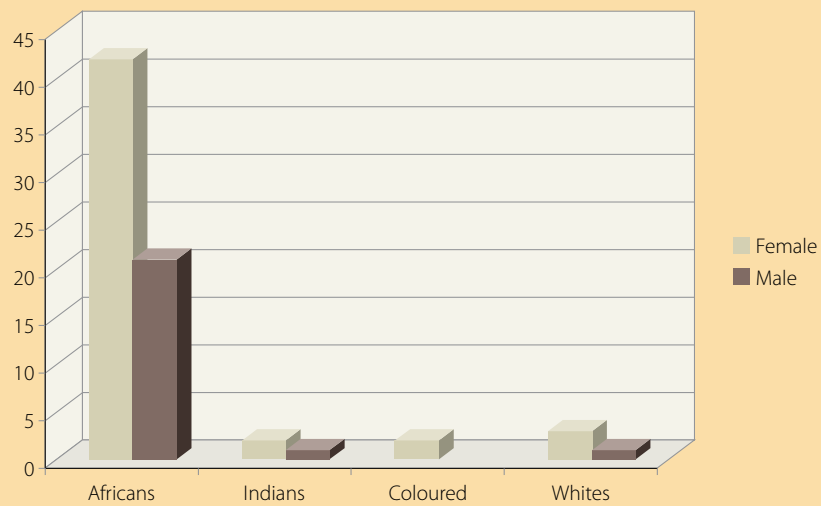


Figure 3: Employment Equity Gender Spread by Race

Webster Mlambo Manager - Corporate Services

5. STAKEHOLDER RELATIONS AND COMMUNICATION

Communication Division continues to ensure that information about initiatives and achievements of SACE is disseminated to the relevant stakeholders. Various communication channels for different target audience were utilised as a way of attaining Council's objective of interacting with its constituencies. The disseminated information emanated from various components of the division which include:

5.1 Media Liaison

The section utilised both electronic and print media to promote the image of SACE. Various media releases were dispatched to the media about SACE on matters of teacher development as well as its intervention in cases where some educators were found to have violated the code of professional ethics. In addition to the media releases that were dispatched, a series of radio interviews were conducted for a considerable period on the following radio stations;

- Motsweding FM
- SA FM
- Thobela FM
- Ikwekwezi FM
- Ukhozi FM
- Lesedi FM
- KAYA FM

The section using relevant media successfully ensured that all major events involving the Council were brought to attention of its stakeholders.

5.2 Media Production/Publications

This is yet another critical and important tool of communication which the section used to interact with identified target audiences. The section co-ordinated the production of high quality and informative publications which have been used to promote the services of SACE, as well as to inform stakeholders, as well to enhance communication with educators. These include:

- Generic Posters
- CPTD Leaflets
- Brag Books
- Diary
- Annual Reports

5.3 Stakeholder Relations

In its effort to improve relations with its stakeholders both nationally and internationally, the following interactions were recorded during the period in question:

5.3.1 Bilateral Talks with all nine (9) Provincial Departments of Education and 6 Teacher Unions Leadership

A series of meetings were held during the period under review with all Provincial Heads of Departments within and the leadership of SADTU, NAPTOSA, SAOU, NATU, PEU and CTPA. Issues that were discussed included the Continuing Professional Teacher Development (CPTD) and the establishment of provincial offices. The engagement with constituencies was positive, enabled them to understand the operations of the SACE and laid a strong foundation for future engagements.

5.3.2 International Relations

Teacher Registration Council of Nigeria

Senior Management of the Teachers Registration Council of Nigeria (TRCN) visited SACE from Monday 12 October to Friday 16 October 2009. These included the Registrar/CEO (Prof. Addison M Wokocka), Director – Professional Operations (Dr Steve Nwokeocha) and the Head of IT (Mr Olaniran A Olabode).

The SACE facilitated a number of meetings between the Nigerian delegation with several strategic stakeholders viz: Umalusi, SAQA, ELRC, ETDP-SETA and CHE. The engagement with the delegation revealed several commonalities between the South African and Nigerian councils. The TRCN expressed its wish to work with SACE in assisting other African countries to establish Educators' Councils. Both countries experience similar challenges with the registration of educators.

The most striking difference is the fact that TRCN is part of the Federal Ministry of Nigeria, whereas SACE is an independent statutory structure. The other difference is that TRCN is mandated to register educators from school level to Higher Education. The mandate of SACE does not include Higher Education.



5.3.3 Outreach Programme

The Division conducted road shows, advocacy campaigns, and exhibitions profiling the work of SACE at conferences of different teacher unions both provincially and nationally. These interactions were aimed at popularising SACE, as well as raising awareness about its activities and initiatives amongst its target audience. Through these interactions, SACE managed to reach out to more than ten thousand educators.

See the Table below:

EVENT	DATE
1. SADTU North West – Zeerust Region	24 - 25 July 2009
2. SADTU KZN – Lower coast Region	1 - 2 July 2009
3. SADTU North West – Southern Region	26 - 28 June 2009
4. SADTU Mpumalanga – Greater Highveld Region	31 July - 1 August 2009
5. SADTU North West – Eastern Region	23 - 25 July 2009
6. SADTU Northern Cape Teacher Development summit	20 - 21 June 2009
7. SADTU Northern Cape (RGBM) – Francis Baard Region	25 May 2009
8. SADTU KZN (RGBM) – Midlands Region	27 - 28 June 2009
9. SADTU Eastern Cape (RGBM) – Northern Region	24 - 26 July 2009
10. SADTU Eastern Cape Provincial Education and Development summit	13 - 14 June 2009
11. Mpumalanga Provincial Department of Education – Teacher Development Workshop	17 June 2009
12. SADTU Mpumalanga (RGBM) – South Highveld	22 - 23 July 2009
13. Principals Forum – (Sedibeng East District) – Gauteng	23 July 2009
14. SADTU KZN (RGBM) – Durban South Region	5 - 6 July 2009
15. SADTU Limpopo (RGBM) – Western Region	9 - 10 July 2009
16. SADTU Mpumalanga (RGBM) – Bushbuckridge Region	23 - 24 July 2009
17. SADTU Mpumalanga (RGBM) – Greater Highveld Region	31 July - 1 August 2009
18. SADTU Mpumalanga (RGBM) – Western Region	13 - 14 July 2009
19. SADTU KZN (RGBM) – Lower South Coast Region	1 - 2 July 2009
20. SADTU Free State (RGBM) – North Region	14 - 16 August 2009
21. SADTU Free State (RGBM) – Goldfields Region	25 - 26 August 2009
22. SADTU Free State (RGBM) – Maloti Region	5 - 6 September 2009
23. SADTU National Congress – Gauteng	9 - 11 September 2010
24. SADTU Limpopo (Womens Day celebration) – Makhutswe Lepelle Branch	5 August 2009
25. NAPTOA Provincial conference – Free State	31 July - 1 August 2009
26. De Aar – Northern Cape	11 May 2009

EVENT	DATE
27. Colesburg – Northern Cape	12 May 2009
28. Victoria West – Northern Cape	13 May 2009
29. Prieska – Northern Cape	14 May 2009
30. Doughlus – Northern Cape	15 May 2009
31. Piet Retief – Mpumalanga	2 June 2009
32. Ermerlo – Mpumalanga	3 June 2009
33. Wakkerstroom – Mpumalanga	4 June 2009
34. Ermerlo 01 – Mpumalanga	5 June 2009
35. Breyten – Mpumalanga	5 June 2009
36. SADTU – Durban South Region 10 Branches	16 - 18 September 2009
37. PEU National Conference	26 - 26 September 2009



5.4 Call Centre

SACE has established a Call Centre which is a centralized office used for receiving and transmitting large volumes of requests and enquiries from educators. It is currently manned by six staff members including a Help Desk Specialist. Since its inception, the centre has minimized the number of queries and complaints forwarded erroneously to other departments, and have proved to be efficient.

Thembinkosi Ndhlovu

Manager - Communication

REPORT OF THE AUDIT COMMITTEE

INTRODUCTION

The Audit Committee is made up of 5 non-executive members of whom 1 is a Council member.

The Chief Financial Officer, Chief Executive Officer, External and Internal Auditors attend the Audit Committee by invitation. The representatives of both the internal and external auditors have unrestricted access to the Audit Committee and its Chairperson.

The members of the Committee are as follows:

- Mr B. Snayer - Chairperson
- Mr. C. Ndiazi
- Mr. K Karim
- Mr. B. Mcoyana
- Mr. P. White

2. EVALUATION OF EFFECTIVENESS AND EFFICIENCY OF SERVICE DELIVERY

The Audit Committee observed satisfactory progress in terms of the delivery of Mandatory functions.

The following are noted:

a Council has improved its revenue collection system;

- Appointments to key positions which arose from the Job Evaluation completed in the previous financial year have been made;
- CPTD research study has been conducted;
- 7500 PDP Post level 1 and 2 training material produced and distributed at training sessions;
- 339 reported cases of unprofessional conduct were concluded;

The Audit committee further notes:

- Improvements have to be made on management of performance information and internal controls as reported in the Auditors' report; and
- Council will meet to review its strategic plan in line with advice of the Auditors.
- The Audit committee also noted the liquidity effect which the Council faced during the financial year, as explained in the Council report.

3. NON COMPLIANCE

It has been noted that the Council withheld the employee's tax for the periods October 2009 to January 2010 which constitutes an irregularity.

The explanation given by Council in respect of its liquidity status is satisfactory. The same explanation goes for the fruitless and wasteful expenditure reported under note no. 19 of the financial statements.

4. ANNUAL FINANCIAL STATEMENTS

The Audit Committee (AUDCO) has reviewed the SACE's Annual Financial Statements and recommendations by both the Internal and External Auditors.

The Audit Committee, after considering the work performed by the External Auditors and that of the Internal Auditors, accepts the Annual financial Statements as presented to the Council.



BJ SNAYER

Chairperson: Audit Committee

GENERAL INFORMATION

Country of incorporation and domicile	South Africa
Nature of business and principal activities	Registration of educators, promotion of professional development of educators and the establishment, maintenance and protection of ethical and professional standards for educators.
Registered office	261 West Street Centurion 0046
Business address	261 West Street Centurion 0046
Postal address	Private Bag X127 Centurion 0046
Bankers	Nedbank Limited
Auditors	PricewaterhouseCoopers Inc. Registered Auditor South Africa
Councillors	Mr M Maphila (Chairperson) Mrs A Cereseto (Deputy Chairperson) Dr D Webbstock Mr E Maseko Mr C Nel Mr W Bester Dr G Niebuhr Dr J Breed Mr M Ndlovu Mr S Mchunu Mr G Harrison Mr G Bengell Mr M Kutumela Mr M Bomvana Mr T Ledimo Ms M Dipholo Mr J Jeftha Mr S Mayongo Mr C Ndlela Mr W Hlaise Mr B Mcoyana Mr M Marumo Ms F Loliwe Mrs P Tyobeka Dr N Nduna-Watson Prog N Magi Prof M Metcalfe Prof S Gravett Mr R Brijraj SADTU - Vacant

COUNCILLORS' RESPONSIBILITIES AND APPROVAL

The Council is required to maintain adequate accounting records and is responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the entity as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with Standards of Generally Recognised Accounting Practice. The external auditors are engaged to express an independent opinion on the financial statements.

The annual financial statements are prepared in accordance with Standards of Generally Recognised Accounting Practice and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgments and estimates.

The councillors acknowledge that they are ultimately responsible for the system of internal financial control established by the entity and place considerable importance on maintaining a strong control environment. To enable the councillors to meet these responsibilities, the council sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the entity and all employees are required to maintain the highest ethical standards in ensuring the entity's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the entity is on identifying, assessing, managing and monitoring all known forms of risk across the entity. While operating risk cannot be fully eliminated, the entity endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The councillors are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

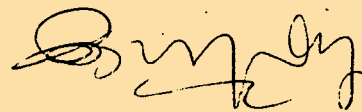
The council has reviewed the entity's cash flow forecast for the year to 31 March 2011 and, in the light of this review and the current financial position, they are satisfied that the entity has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently reviewing and reporting on the entity's annual financial statements. The annual financial statements have been examined by the entity's external auditors and their report is presented on pages 38 to 40.

The annual financial statements set out on pages 43 to 65, which have been prepared on the going concern basis, were approved by the council on 12 August 2010 and were signed on its behalf by:



M Maphila - Chairperson Pretoria



R Brijraj - Chief Executive Officer Pretoria

INDEPENDENT AUDITOR'S REPORT

Introduction

We have audited the accompanying financial statements of the South African Council for Educators, which comprise the statement of financial position as at 31 March 2010, and the statement of financial performance, statement of changes in net assets and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information, and the Council's report, as set out on pages 41 to 42.

Accounting Authority's responsibility for the Financial Statements

The accounting authority is responsible for the preparation and fair presentation of these financial statements in accordance with South African Standards of Generally Recognised Accounting Practice (SA Standards of GRAP) and in the manner required by the Public Finance Management Act of South Africa. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion the financial statements present fairly, in all material respects, the financial position of the South African Council for Educators as at 31 March 2010, and its financial performance and its cash flows for the year then ended in accordance with South African Standards of Generally Recognised Accounting Practice (SA Standards of GRAP) and in the manner required by the Public Finance Management Act of South Africa.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Reportable Irregularity

In accordance with our responsibilities in terms of sections 44(2) and 44(3) of the Auditing Profession Act, we report that we have identified a matter relating to the nonpayment to the South African Revenue Services (SARS) of employees' tax withheld for the periods October 2009 to January 2010 which constitutes a reportable irregularity in terms of the Auditing Profession Act, and have reported such matter to the Independent Regulatory Board for Auditors. Steps to remit payment to SARS have been initiated by management.

Compliance with the PFMA, applicable enabling legislation and financial management (internal control)

In terms of the PAA of South Africa and *General notice 1570 of 2009*, issued in *Government Gazette No. 32758 of 27 November 2009* we include below our findings on the report on compliance with the PFMA, SACE Act, 2000 and financial management (internal control).

REPORT ON PRE-DETERMINED OBJECTIVES

Usefulness of reported performance information

The following criteria were used to assess the usefulness of the planned and reported performance:

- Consistency: Has the entity reported on its performance with regard to its objectives, indicators and targets in its approved strategic plan, i.e. are the objectives, indicators and targets consistent between planning and reporting documents?
- Relevance: Is there a clear and logical link between the objectives, outcomes, outputs, indicators and performance targets?
- Measurability: Are objectives made measurable by means of indicators and targets? Are indicators well defined and verifiable, and are targets specific, measurable, and time bound?

The following audit findings relate to the above criteria:

- An adequate system is not in place for the effective monitoring, evaluating and reporting of performance against pre-determined objectives.
- Although the quarterly reports were submitted and reviewed by management, the reporting of targets were not always in line with targets and objectives set out and approved in the annual/ strategic plan.

Reliability of reported performance information

The following criteria were used to assess the usefulness of the planned and reported performance:

- Validity: Has the actual reported performance occurred and does it pertain to the entity i.e. can the reported performance information be traced back to the source data or documentation?

INDEPENDENT AUDITOR'S REPORT TO PARLIAMENT ON THE FINANCIAL STATEMENTS OF THE
SOUTH AFRICAN COUNCIL FOR EDUCATORS FOR THE YEAR ENDED 31 MARCH 2010
REPORT ON THE FINANCIAL STATEMENTS

- Accuracy: Amounts, numbers and other data relating to reported actual performance has been recorded and reported appropriately.
- Completeness: All actual results and events that should have been recorded have been included in the reported performance information.

The following audit findings relate to the above criteria:

- The review of the quarterly report does not always result in documented corrective action that needs to take place in order for the entity to achieve its objective
- Certain performance targets could not be validated due to management not maintaining appropriate documentation to support its targets achieved.

INTERNAL CONTROL

We considered internal control relevant to our audit of the financial statements and the report on predetermined objectives and compliance with the PFMA, but not for the purposes of expressing an opinion on the effectiveness of internal control. The matters reported below are limited to the deficiencies identified during the audit.

- **Leadership**
 - The accounting authority did not always exercise oversight responsibility over reporting and compliance with laws and regulations and internal control.
 - Actions are not always taken to address risks relating to the achievement of complete and accurate financial and performance reporting.
- **Financial and performance management**
 - The entity does not have sufficient competent individuals who understand the financial reporting framework and performance management requirements.
 - Pertinent information is not identified and captured in a form and time frame to support financial and performance reporting.

PricewaterhouseCoopers Inc.

Pricewaterhouse Coopers Inc
Directors: Nezira Ayob
Registered Auditors
Pretoria
0001

THE COUNCIL REPORT

The Council report is as follows: report.

1. Review of activities

Main business and operations

SACE has been incorporated in terms of the South African Council for Educators Act, 2000. The principal responsibilities of SACE as set out in this Act are as follows:

- to provide for the registration of educators
- to promote the professional development of educators; and
- to set, maintain and protect ethical and professional standards for educators.

The operating results and state of affairs of the entity are fully set out in the attached annual financial statements and do not in our opinion require any further comment.

Net profit of the entity was R 2,723,834 (2009: loss R 851,325).

Registered office	261 West Street Centurion 0046
Business address	261 West Street Centurion 0046
Postal address	Private Bag X127 Centurion 0046

2. Going concern

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.

3. Events after the reporting period

The council is not aware of any matter or circumstance arising since the end of the financial year not otherwise dealt with in the annual financial statements, which significantly affect the financial position of the entity or the results of

it operations.

4. Liquidity

The Council met on 29 July 2009 and increased its educator monthly levies from R 6 to R 20 to: - Improve on delivery of its fiduciary duties;

- Improve the administrative capacity; and
- Acquire its own building.

In addition to the written levy increase request to the Minister of Basic Education, a meeting was held on 06 October 2009 with the Ministry to clarify the rationale thereof.

While the Ministry was still considering our request, the newly appointed Council met on 18 March 2010 and rescinded the decision of a R 20 levy owing to the economic climate. The Council engaged in a consultative process with all stakeholders to determine an acceptable increase.

Thereafter the Council met on 24 July 2010 and took a decision to increase its monthly levies from R6 per educator to R 10 with effect from 01 July 2010.

On the other hand the Department of Basic Education responsible for the funding of the Continuing Professional Teacher Development (CPTD) indicated its financial difficulty with regard to funding the project in progress (including the pilot study). Therefore Council resources to the value of R 5,700,000 were utilised. However, the Department of Basic Education has since made a commitment to refund the amount incurred for CPTD.

The situation above resulted in Council experiencing the following: - Cash flow pressure;

- Inability to honour current liabilities on time; and
- Scaling down of service delivery levels.

INDEPENDENT AUDITOR'S REPORT TO PARLIAMENT ON THE FINANCIAL STATEMENTS OF THE
SOUTH AFRICAN COUNCIL FOR EDUCATORS FOR THE YEAR ENDED 31 MARCH 2010
REPORT ON THE FINANCIAL STATEMENTS

Statement of Financial Position

		2010	2009
	Notes	R	R
Assets			
Non-Current Assets			
Property, plant and equipment	2	14,094,601	13,615,633
Intangible assets	3	4,245,357	2,874,929
		18,339,958	16,490,562
Current Assets			
Trade and other receivables	4	6,411,439	578,452
Cash and cash equivalents	5	1,657,739	4,704,130
		8,069,178	5,282,582
Total Assets		26,409,136	21,773,144
Equity and Liabilities			
Equity			
Retained income		16,976,866	14,253,032
Liabilities			
Non-Current Liabilities			
Finance lease obligation	6	105,718	376,175
Current Liabilities			
Finance lease obligation	6	316,054	203,699
Trade and other payables	9	9,010,498	3,335,291
Deferred income	7	-	3,604,947
		9,326,552	7,143,937
Total Liabilities		9,432,270	7,520,112
Total Equity and Liabilities		26,409,136	21,773,144

INDEPENDENT AUDITOR'S REPORT TO PARLIAMENT ON THE FINANCIAL STATEMENTS OF THE
SOUTH AFRICAN COUNCIL FOR EDUCATORS FOR THE YEAR ENDED 31 MARCH 2010
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Statement of Financial Performance

		2010	2009
	Notes	R	R
Revenue	10	42,624,525	30,329,124
Other income		288,034	534,720
Operating expenses	11	(40,304,613)	(32,133,294)
Operating loss		2,607,946	(1,269,450)
Investment revenue	12	207,151	505,986
Finance costs	13	(91,263)	(87,861)
Loss for the year		2,723,834	(851,325)
Other comprehensive income		-	-
Total comprehensive profit /(loss)		2,723,834	(851,325)

Statement of Financial Position

Statement of Changes in Net Assets

	Retained income	Total equity
	R	R
Balance at 01 April 2008	15,104,357	15,104,357
Changes in equity		
Total comprehensive loss for the year	(270,921)	(270,921)
Total changes	(270,921)	(270,921)
Opening balance as previously reported	14,833,436	14,833,436
Adjustments		
Prior period errors	(580,404)	(580,404)
Balance at 01 April 2009 as restated	14,253,032	14,253,032
Changes in equity		
Total comprehensive income for the year	2,723,834	2,723,834
Total changes	2,723,834	2,723,834
Balance at 31 March 2010	16,976,866	16,976,866
Notes	18	

Statement of Financial Performance

Statement of Cash Flows

		2010	2009
	Notes	R	R
Cash flows from operating activities			
Cash receipts from customers		37,079,068	25,766,411
Cash paid to suppliers and employees		(37,001,536)	(23,270,615)
Cash generated from operations	14	77,532	2,495,796
Interest income		207,151	505,986
Net cash from operating activities		284,683	3,001,782
Cash flows from investing activities			
Purchase of property, plant and equipment	2	(1,741,580)	(1,743,082)
Sale of property, plant and equipment	2	30,299	-
Purchase of other intangible assets	3	(1,789,328)	(397,339)
Expenditure on product development	3	-	(2,394,501)
Net cash from investing activities		(3,500,609)	(4,534,922)
Cash flows from financing activities			
Finance lease payments		169,535	339,993
Total cash, cash equivalents and bank overdrafts movement for the year		(3,046,391)	(1,193,147)
Cash, cash equivalents and bank overdrafts at the beginning of the year		4,704,130	5,897,277
Total cash, cash equivalents and bank overdrafts at end of the year	5	1,657,739	4,704,130

Statement of Changes in Net Assets

Accounting Policies

1. Basis of preparation

The financial statements have been prepared in accordance with Generally Recognised Accounting Practice (GRAP), issued by the Accounting Standards Board in accordance with Section 55 of the Public Finance Management Act (Act No. 29 of 1999).

Accounting policies for material transactions, events or conditions not covered by the GRAP reporting framework have been developed in accordance with paragraphs 7, 11, 12 of GRAP 3 and the hierarchy approved in Directive 5 issued by the Accounting Standards Board.

The financial statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention, unless specifically stated otherwise.

Assets, liabilities, revenues and expenses have not been offset except where offsetting is required or permitted by a Standard of GRAP.

The accounting policies are applied consistently with those used to present the previous year's financial statements, unless explicitly stated. The details of any changes in accounting policies are explained in the relevant policy.

These accounting policies are consistent with the previous period.

1.1 Significant judgements

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

Trade receivables

The entity assesses its trade receivables for impairment at the end of each reporting period. In determining whether an impairment loss should be recorded in profit or loss, the entity makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset.

Statement of Cash Flows

Impairment testing

The recoverable amounts of cash-generating units and individual assets have been determined based on the higher of value-in-use calculations and fair values less costs to sell. These calculations require the use of estimates and assumptions.

It is reasonably possible that the [name a key assumption] assumption may change which may then impact our estimations and may then require a material adjustment to the carrying value of goodwill and tangible assets.

The entity reviews and tests the carrying value of assets when events or changes in circumstances suggest that the carrying amount may not be recoverable. In addition, goodwill is tested on an annual basis for impairment. Assets are grouped at the lowest level for which identifiable cash flows are largely independent of cash flows of other assets and liabilities. If there are indications that impairment may have occurred, estimates are prepared of expected future cash flows for each group of assets.

Membership fees

SACE maintains a database of registered members and removes members from the database only upon request of the individual member. Inactive members comprise deceased, retired and terminated members while all other members are categorised as active members.

Membership fees are received from the Provincial Departments of Education for members employed by them. Certain private schools also deduct levies from their employees and pay the amounts deducted to SACE.

For educators that have not paid the membership levies in full, it is not possible to assess whether this is as a result of deliberate non-payment or due to unemployment. In terms of a Council resolution dated 9 November 2000, educators that are unemployed are not required to pay levies for the period that they remain unemployed.

In the absence of forthcoming information from the members themselves, a reliable estimate of educators that should have paid levies during the year cannot be made and consequently, revenue is recognised as it is received.

Depreciation

During each financial year, management reviews the assets within property, plant and equipment to assess whether the useful lives and residual values applicable to each asset are appropriate.

1.2 Property, plant and equipment

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

- it is probable that future economic benefits associated with the item will flow to the entity; and
- the cost of the item can be measured reliably.

Property, plant and equipment is initially measured at cost.

Costs include costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Property, plant and equipment is carried at cost less accumulated depreciation and any impairment losses.

Property, plant and equipment is carried at revalued amount, being the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity such that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset, and the net amount is restated to the revalued amount of the asset.

When an item of property, plant and equipment is revalued, any accumulated depreciation at the date of the revaluation is restated proportionately with the change in the gross carrying amount of the asset so that the carrying amount of the asset after revaluation equals its revalued amount.

Any increase in an asset's carrying amount, as a result of a revaluation, is recognised to other comprehensive income and accumulated in the revaluation surplus in equity. The increase is recognised in profit or loss to the extent that it reverses a revaluation decrease of the same asset previously recognised in profit or loss.

Any decrease in an asset's carrying amount, as a result of a revaluation, is recognised in profit or loss in the current period. The decrease is recognised in other comprehensive income to the extent of any credit balance existing in the revaluation surplus in respect of that asset. The decrease recognised in other comprehensive income reduces the amount accumulated in the revaluation surplus in equity.

The revaluation surplus in equity related to a specific item of property, plant and equipment is transferred directly to retained earnings when the asset is derecognised.

Land is not depreciated. Property, plant and equipment are depreciated on the straight line basis over their expected useful lives to their estimated residual value.

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

Property, plant and equipment is carried at cost less accumulated depreciation and any impairment losses.

Property, plant and equipment is carried at revalued amount, being the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are made with sufficient regularity such that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

Any increase in an asset's carrying amount, as a result of a revaluation, is credited to other comprehensive income and accumulated in the revaluation surplus in equity. The increase is recognised in profit or loss to the extent that it reverses a revaluation decrease of the same asset previously recognised in profit or loss.

Any decrease in an asset's carrying amount, as a result of a revaluation, is recognised in profit or loss in the current period. The decrease is debited in other comprehensive income to the extent of any credit balance existing in the revaluation surplus in respect of that asset.

Each year the difference between depreciation based on the revalued carrying amount of the asset charged to the income statement and depreciation based on the assets original cost is transferred from "other reserves" to "retained earnings".

Item	Average useful life
Buildings	20 years
Furniture and fixtures	6 to 10 years
Computer software	3 to 4 years
Leased assets	4 to 5 years

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

The depreciation charge for each period is recognised in profit or loss unless it is included in the carrying amount of another asset.

The gain or loss arising from the derecognition of an item of property, plant and equipment is included in profit or loss when the item is derecognised. 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. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

1.3 Intangible assets

An intangible asset is recognised when:

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

Intangible assets are initially recognised at cost.

Expenditure on research (or on the research phase of an internal project) is recognised as an expense when it is incurred.

An intangible asset arising from development (or from the development phase of an internal project) is recognised when:

- it is technically feasible to complete the asset so that it will be available for use or sale.
- there is an intention to complete and use or sell it.
- there is an ability to use or sell it.
- it will generate probable future economic benefits.
- there are available technical, financial and other resources to complete the development and to use or sell the asset.
- the expenditure attributable to the asset during its development can be measured reliably.

Intangible assets are carried at cost less any accumulated amortisation and any impairment losses. Development costs previously recognised as an expense are not recognised as an asset in a subsequent period.

An intangible asset is regarded as having an indefinite useful life when, based on all relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows. Amortisation is not provided for these intangible assets, but they are tested for impairment annually and whenever there is an indication that the asset may be impaired. For all other intangible assets amortisation is provided on a straight line basis over their useful life.

Accounting Policies

The amortisation period and the amortisation method for intangible assets are reviewed every period-end.

Reassessing the useful life of an intangible asset with a finite useful life after it was classified as indefinite is an indicator that the asset may be impaired. As a result the asset is tested for impairment and the remaining carrying amount is amortised over its useful life.

Internally generated brands, mastheads, publishing titles, customer lists and items similar in substance are not recognised as intangible assets.

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

Item	Useful life
Computer software purchased	5 years
Membership database	5 years

1.4 Financial instruments Classification

The entity classifies financial assets and financial liabilities into the following category:

- Loans and receivables

Classification depends on the purpose for which the financial instruments were obtained / incurred and takes place at initial recognition. For financial instruments which are not at fair value through profit or loss, classification is reassessed on an annual basis.

Initial recognition and measurement

Financial instruments are recognised initially when the entity becomes a party to the contractual provisions of the instruments.

The entity classifies financial instruments, or their component parts, on initial recognition as a financial asset, a financial liability or an equity instrument in accordance with the substance of the contractual arrangement.

Financial instruments are measured initially at fair value, except for equity investments for which a fair value is not determinable, which are measured at cost and are classified as available-for-sale financial assets.

For financial instruments which are not at fair value through profit or loss, transaction costs are included in the initial measurement of the instrument.

Subsequent measurement

Loans and receivables are subsequently measured at amortised cost, using the effective interest method, less accumulated impairment losses.

Impairment of financial assets

At each reporting date the entity assesses all financial assets, other than those at fair value through profit or loss, to determine whether there is objective evidence that a financial asset or group of financial assets has been impaired.

For amounts due to the entity, significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy and default of payments are all considered indicators of impairment.

In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of the security below its cost is considered an indicator of impairment. If any such evidence exists for available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and current fair value, less any impairment loss on that financial asset previously recognised in profit or loss - is removed from equity as a reclassification adjustment to other comprehensive income and recognised in profit or loss.

Impairment losses are recognised in profit or loss.

Impairment losses are reversed when an increase in the financial asset's recoverable amount can be related objectively to an event occurring after the impairment was recognised, subject to the restriction that the carrying amount of the financial asset at the date that the impairment is reversed shall not exceed what the carrying amount would have been had the impairment not been recognised.

Reversals of impairment losses are recognised in profit or loss.

Where financial assets are impaired through use of an allowance account, the amount of the loss is recognised in profit or loss within operating expenses. When such assets are written off, the write off is made against the relevant allowance account. Subsequent recoveries of amounts previously written off are credited against operating expenses.

Trade and other receivables

Trade receivables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimated irrecoverable amounts are recognised in profit or loss when there is objective evidence that the asset is impaired. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default

Accounting Policies

or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable 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 computed at initial recognition.

The carrying amount of the asset is reduced through the use of an allowance account, and the amount of the loss is recognised in profit or loss within operating expenses. When a trade receivable is uncollectable, it is written off against the allowance account for trade receivables. Subsequent recoveries of amounts previously written off are credited against operating expenses in profit or loss.

Trade and other receivables are classified as loans and receivables.

Trade and other payables

Trade payables are initially measured at fair value, and are subsequently measured at amortised cost, using the effective interest rate method.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. These are initially and subsequently recorded at fair value.

1.5 Leases

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

Finance leases

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

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

The lease payments are apportioned between the finance charge and reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate of on the remaining balance of the liability.

Operating leases

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. This liability is not discounted.

Any contingent rents are expensed in the period they are incurred.

1.6 Impairment of assets

The entity assesses at the end of the reporting period whether there is any indication that an asset may be impaired. If any such indication exists, the entity estimates the recoverable amount of the asset.

Irrespective of whether there is any indication of impairment, the entity also:

- tests intangible assets with an indefinite useful life or intangible assets not yet available for use for impairment annually by comparing its carrying amount with its recoverable amount. This impairment test is performed during the annual period and at the same time every period.
- tests goodwill acquired in a business combination for impairment annually.

If there is any indication that an asset may be impaired, the recoverable amount is estimated for the individual asset. If it is not possible to estimate the recoverable amount of the individual asset, the recoverable amount of the cash-generating unit to which the asset belongs is determined.

The recoverable amount of an asset or a cash-generating unit is the higher of its fair value less costs to sell and its value in use.

If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. That reduction is an impairment loss.

An impairment loss of assets carried at cost less any accumulated depreciation or amortisation is recognised immediately in profit or loss. Any impairment loss of a revalued asset is treated as a revaluation decrease.

An impairment loss is recognised for cash-generating units if the recoverable amount of the unit is less than the carrying amount of the units. The impairment loss is allocated to reduce the carrying amount of the assets of the unit in the following order:

- first, to reduce the carrying amount of any goodwill allocated to the cash-generating unit and
- then, to the other assets of the unit, pro rata on the basis of the carrying amount of each asset in the unit.

An entity assesses at each reporting date whether there is any indication that an impairment loss recognised in prior periods for assets other than goodwill may no longer exist or may have decreased. If any such indication

exists, the recoverable amounts of those assets are estimated.

The increased carrying amount of an asset other than goodwill attributable to a reversal of an impairment loss does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior periods.

A reversal of an impairment loss of assets carried at cost less accumulated depreciation or amortisation other than goodwill is recognised immediately in profit or loss. Any reversal of an impairment loss of a revalued asset is treated as a revaluation increase.

1.7 Employee benefits Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as paid vacation leave and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

The expected cost of compensated absences is recognised as an expense as the employees render services that increase their entitlement or, in the case of non-accumulating absences, when the absence occurs.

The expected cost of profit sharing and bonus payments is recognised as an expense when there is a legal or constructive obligation to make such payments as a result of past performance.

1.8 Provisions and contingencies

Provisions are recognised when:

- the entity has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the obligation.

The amount of a provision is the present value of the expenditure expected to be required to settle the obligation.

Where some or all of the expenditure required to settle a provision is expected to be reimbursed by another party, the reimbursement shall be recognised when, and only when, it is virtually certain that reimbursement will be received if the entity settles the obligation. The reimbursement shall be treated as a separate asset. The amount recognised for the reimbursement shall not exceed the amount of the provision.

Provisions are not recognised for future operating losses.

If an entity has a contract that is onerous, the present obligation under the contract shall be recognised and measured as a provision.

A constructive obligation to restructure arises only when an entity:

- has a detailed formal plan for the restructuring, identifying at least:
 - the business or part of a business concerned;
 - the principal locations affected;
 - the location, function, and approximate number of employees who will be compensated for terminating their services;
 - the expenditures that will be undertaken; and
 - when the plan will be implemented; and
- has raised a valid expectation in those affected that it will carry out the restructuring by starting to implement that plan or announcing its main features to those affected by it.

After their initial recognition contingent liabilities recognised in business combinations that are recognised separately are subsequently measured at the higher of:

- the amount that would be recognised as a provision; and
- the amount initially recognised less cumulative amortisation.

Contingent assets and contingent liabilities are not recognised. Contingencies are disclosed in note.

1.9 Government grants

Government grants are recognised when there is reasonable assurance that:

- the entity will comply with the conditions attaching to them; and
- the grants will be received.

Government grants are recognised as income over the periods necessary to match them with the related costs that they are intended to compensate.

A government grant that becomes receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the entity with no future related costs is recognised as income of the period in which it becomes receivable.

Government grants related to assets, including non-monetary grants at fair value, are presented in the statement of financial position by setting up the grant as deferred income or by deducting the grant in arriving at the carrying amount of the asset.

Grants related to income are presented as a credit in the profit or loss (separately).

Repayment of a grant related to income is applied first against any un-amortised deferred credit set up in respect of the grant. To the extent that the repayment exceeds any such deferred credit, or where no deferred credit exists, the repayment is recognised immediately as an expense.

Repayment of a grant related to an asset is recorded by increasing the carrying amount of the asset or reducing the deferred income balance by the amount repayable. The cumulative additional depreciation that would have been recognised to date as an expense in the absence of the grant is recognised immediately as an expense.

1.10 Revenue

Revenue is measured at the fair value of the consideration received or receivable for the sale of services in the normal course of the Council's activities. Revenue is recognised as follows:

Membership and registration fees:

Membership and registration fees are recognised on receipt.

Interest income:

Interest is recognised, in profit or loss, using the effective interest rate method. When a receivable is impaired, the Council reduces the carrying amount to its recoverable amount being the estimated future cashflow discounted at original effective interest rate of the instrument and continues unwinding the discount as interest income. Interest income on impaired loans is recognised using the original effective interest rate.

Notes to the Financial Statements

	2010	2009
	R	R

2. Property, plant and equipment

	2010			2009		
	Cost/ Valuation	Accumulated depreciation	Carrying value	Cost/ Valuation	Accumulated depreciation	Carrying value
Land and buildings	12,151,034	(656,442)	11,494,592	12,151,034	(353,273)	11,797,761
Office equipment	1,520,248	(574,543)	945,705	1,141,247	(452,301)	688,946
IT equipment	3,081,248	(1,783,956)	1,297,292	1,892,544	(1,269,499)	623,045
Leasehold improvements	64,242	(18,455)	45,787	11,377	(1,338)	10,039
Leased assets	827,946	(516,721)	311,225	774,496	(278,654)	495,842
Total	17,644,718	(3,550,117)	14,094,601	15,970,698	(2,355,065)	13,615,633

Reconciliation of property, plant and equipment - 2010

	Opening balance	Additions	Disposals	Depreciation	Total
Buildings	11,797,761	-	-	(303,169)	11,494,592
Office equipment	688,946	411,570	(30,299)	(124,512)	945,705
IT equipment	623,045	1,188,146	-	(513,899)	1,297,292
Leasehold improvements	10,039	52,864	-	(17,116)	45,787
Leased assets	495,842	89,000	-	(273,617)	311,225
	13,615,633	1,741,580	(30,299)	(1,232,313)	14,094,601

Reconciliation of property, plant and equipment - 2009

	Opening balance	Additions	Depreciation	Total
Buildings	12,100,904	-	(303,143)	11,797,761
Office equipment	202,189	558,604	(71,847)	688,946
IT equipment	187,164	608,651	(172,770)	623,045
Leasehold improvements	-	11,377	(1,338)	10,039
Leased assets	99,389	600,000	(203,547)	495,842
	12,589,646	1,778,632	(752,645)	13,615,633

2010
R2009
R

3. Intangible assets

Cost / Valuation	2010 Accumulated amortisation	Carrying value	Cost / valuation	2009 Accumulated amortisation	Carrying value
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Accounting Policies

Computer software, internally generated	751,131	-	751,131	327,712	(5,462)	322,250
Computer software, other	1,181,329	(903,587)	277,742	999,822	(841,644)	158,178
Intangible assets under development	690,225	-	690,225	2,394,501	-	2,394,501
CPTD database - internally generated	2,806,954	(280,695)	2,526,259	-	-	-
Total	5,429,639	(1,184,282)	4,245,357	3,722,035	(847,106)	2,874,929

2010
R

2009
R

Reconciliation of intangible assets - 2010

	Opening balance	Additions	Transfers	Amortisation	Total
Registration database - internally generated	322,250	505,143	-	(76,262)	751,131
Computer software, other	158,178	181,507	-	(61,943)	277,742
Intangible assets under development	2,394,501	1,102,678	(2,806,954)	-	690,225
CPTD database - internally generated	-	-	2,806,954	(280,695)	2,526,259
	2,874,929	1,789,328	-	(418,900)	4,245,357

Reconciliation of intangible assets - 2009

	Opening balance	Additions	Internally generated	Amortisation	Total
Computer software, internally generated	-	327,712	-	(5,462)	322,250
Computer software, other	121,968	69,627	-	(33,417)	158,178
Intangible assets under development	-	-	2,394,501	-	2,394,501
	121,968	397,339	2,394,501	(38,879)	2,874,929

2010
R

2009
R

4. Individually material intangible assets

Trade and other receivables

Trade receivables	5,922,922	298,300
Prepayments	195,804	95,638
Staff loans	292,713	184,514
	6,411,439	578,452

Notes to the Financial Statements

Trade and other receivables past due but not impaired

Trade and other receivables which are less than 3 months past due are not considered to be impaired. At 31 March 2010, R - (2009: R -) were past due but not impaired.

5. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	4,800	3,402
Bank balances	1,594,866	1,160,503
Other cash and cash equivalents	58,073	3,540,225
	1,657,739	4,704,130

6. Finance lease obligation Minimum lease payments due

- within one year	375,034	320,421
- in second to fifth year inclusive	119,537	392,471
	494,571	712,892
less: future finance charges	(72,799)	(133,018)
Present value of minimum lease payments	421,772	579,874
Present value of minimum lease payments due		
- within one year	316,054	203,699
- in second to fifth year inclusive	105,718	376,175
	421,772	579,874
Non-current liabilities	105,718	376,175
Current liabilities	316,054	203,699
	421,772	579,874

It is entity policy to lease certain motor vehicles and equipment under finance leases.

The average lease term is 4 to 5 years and the average effective borrowing rate was 13% (2009: 13%)

Interest rates are linked to prime at the contract date. All leases have fixed repayments and no arrangements have been entered into for contingent rent.

Accounting Policies

	2010 R	2009 R
7. Deferred income		
Government grant:		
Non-current liabilities	-	3,604,947
Current liabilities	-	3,604,947
8. Operating lease		
Office accommodation is leased in terms of an operating lease. Escalations of 10% (2009: 10%) have been included in the lease agreement.		
The future minimum lease payments payable under non-cancellable operating leases are as follows:		
Not later than one year	-	1,217,484
Later than one year but not later than five years	-	575,176
9. Trade and other payables		
Trade payables	7,708,705	2,179,490
Amounts received in advance	104,840	68,178
Other payables	13,895	992
Accrued leave pay	767,797	426,489
Accrued bonus	179,923	102,929
Other accrued expenses	235,338	557,213
	9,010,498	3,335,291
10. Revenue		
Registration fees	1,511,995	1,670,328
Reprinted certificates	103,607	108,085
Membership fees	30,111,813	24,471,665
Government grant	10,886,990	3,954,046
Miscellaneous other revenue	10,120	125,000
	42,624,525	30,329,124
11. Expenses by nature		
Advertising costs	75,860	179,465
Depreciation, amortisation and impairments	1,232,313	791,524
Employee costs	15,574,870	8,896,568
Lease rentals on operating lease	349,086	41,019
Other expenses	23,072,484	22,224,718
Total cost of sales, distribution costs and administrative expenses	40,304,613	32,124,407
12. Investment revenue		
Interest revenue		
Bank	52,718	164,420
Other interest	154,433	341,566
	207,151	505,986

Accounting Policies

	2010 R	2009 R
13. Finance costs		
Finance leases	91,263	87,861
14. Auditors' remuneration		
Fees - external audit	1,165,972	457,856
Consulting	928,249	442,865
	2,094,221	900,721
15. Cash generated from operations		
Profit before taxation	2,723,834	(851,325)
Adjustments for:		
Depreciation and amortisation	1,232,313	791,524
Interest received	(207,151)	(505,986)
Finance costs	91,263	87,861
Changes in working capital:		
Trade and other receivables	(5,832,987)	(368,456)
Trade and other payables	5,675,207	879,223
Deferred income	(3,604,947)	2,462,955
	77,532	2,495,796
16. Related Parties		
Relationships		
Related party balances		
Entity		
Department of Education (Funding/ reporting)	(5,104,946)	(3,909,350)
South African Post Office (Postage)	72,722	82,602
Telkom SA Limited (Telephone lines)	177,551	547,923
State Information Technology Agency (Database management)	41,777	430,898
Unemployment Insurance Fund (Contributions/ Staff UIF claims)	154,769	67,904
	(4,658,127)	(2,780,023)

All national departments of government are regarded to be related parties in accordance with Circular 4 of 2005: Guidance on the terms "State Controlled Entities" in the context of IAS24 (AC126) - Related Parties, issued by the South African Institute of Chartered Accountants. No transaction is implicated simply by the nature or existence of the relationships between these entities. However the following transactions and balances were recorded relating to transactions with related parties as defined above.

Accounting Policies

				2010 R	2009 R
17. Directors' emoluments Executive					
Executive					
2010	Basic	Performance Bonus	Fringe benefits	Other	Total
R Brijraj	759,316	214,901	507,017	-	1,481,234
M Mapindani	569,004	161,039	381,852	157,596	1,269,491
M Dipholo	465,391	-	176,641	-	642,032
	1,793,711	375,940	1,065,510	157,596	3,392,757
2009	Basic	Performance bonus	Fringe benefits	Other	Total
R Brijraj	613,660	164,953	303,180	105,819	1,187,612
M Mapindani	387,428	130,225	200,523	233,966	952,142
	1,001,088	295,178	503,703	339,785	2,139,754

18. Prior period errors

Expenditure incurred in 2009 was not accrued for in that year. As a result expenditure and accruals were understated.

A finance lease was incorrectly recognised as an operating lease. As a result leased assets, depreciation and finance costs were understated.

The correction of the errors results in adjustments as follows:

Statement of Financial Position

Accrued expenses	-	503,886
Leased assets	-	26,663
Lease obligation	-	49,855

Profit or Loss

Depreciation expense	-	8,887
Expenditure	-	571,517

19. Irregular expenditure

Reconciliation of irregular expenditure

Opening balance	179,176	-
Add: Irregular expenditure relating to current year	70,962	179,176
Less: Amounts condoned	-	-
	250,138	179,176

Analysis if awaiting condonation per age classification

Current year	49,428	179,176
Prior year	179,176	-
	228,604	179,176

Details of irregular expenditure - current year:

Invoices not approved and loans to staff not approved.

20. Fruitless and wasteful expenditure**Reconciliation of fruitless and wasteful expenditure**

Opening balance	-	-
Add: Fruitless and wasteful expenditure relating to current year	227,298	-
Less: Amounts condoned	-	-
	227,298	-

Details of fruitless and wasteful expenditure - current year:

Interest paid on late payment to suppliers	R 56,709
Penalties and interest due to SARS	R 170,589

1. STRATEGIC OBJECTIVE 1: REGISTRATION

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
1. To register all educators under the jurisdiction of Council	1. Efficient processing of applications for registration (turn around time – six weeks (SA) & three months (foreign educators))	31 March 2010	Not fully achieved	Measures were put in place for the recording of turnaround times onto the system. But the review and monitoring of these turnaround times is receiving attention
	2. Improved response regime to all registration queries (electronic; mail; telephonic and personal) within 24 hours.	31 March 2010	Partly achieved. Most queries are being resolved within 24 hours.	The response times of greater than 24 hours was due to educators not providing all the necessary information in time.
	3. Put in place a system recording all incoming and outgoing mail/queries.	31 March 2010	Achieved. A system was put into place for the recording of all activity on the system.	
	4. Structured liaison with the call centre division.	31 March 2010	In progress	SACE registration database was upgraded but structures liaison being finalised
	5. Adherence to turnaround times	31 March 2010	Not always achieved	The process of attending to the cases promptly was not always achieved in the current year due to capacity reasons due the unexpected high volumes of new registered teachers.
	6. Finalization of different kind of certificates	31 March 2010	Achieved. Council has approved different kind of certification.	Certificates to be issued next year
	7. intensify the program of reaching out to student (pre-service) & practising educators not registered	31 March 2010	Not fully achieved.	This was not fully achieved due to financial constraints experienced in the current financial year.
	8. All data captured from all the documents in the office must be subjected to bulk scanning, which will be outsourced.	31 March 2010	Not complete.	This was not completed due to financial constraints experienced in the current financial year.
	9. Review registration procedures and criteria annually. Print and distribute updated registration procedures before the end of the financial year.	31 March 2010	Partially achieved. The review of procedures was done in the REGCO meetings.	The printing and distribution of registration procedures was not achieved due to the financial constraints.

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
2. To maintain and sustain the credibility of the educator data system	10. A plan will be devised and initiated to ensure that registration data is validated and verified to ensure that qualified educators are teaching in South African schools, through quality assurance of qualifications of local and foreign educators.	31 March 2010	Achieved. A resolution was passed that all foreign qualifications should be evaluated by the Department of Education or SA Qualifications Authority. Further the SACE database was validated against the EMIS (Education Management Information System) on a regular basis.	We shall be communicating with other stakeholders for this purpose, e.g. SAQA, and the Department of Education.

2. STRATEGIC OBJECTIVE 2: PROFESSIONAL DEVELOPMENT

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
1. Manage and promote the Professional Development of Educators	PROGRAM A: CPTD SYSTEM			
	1. Implementation of the CPTD System in line with the pilot findings (1st cohort)	31 March 2010	Not complete	The pilot is still underway.
	PROGRAM B: PROFESSIONAL DEVELOPMENT PORTFOLIO			
	2. External evaluation of the implementation of the 2008/09 PDP project	31 March 2010	Not achieved	Funding was not available to secure an external provider.
	3. Produce PDP evaluation report	31 March 2010	Not achieved	Funding was not available to secure an external provider.
	4. Review of PDP training and support material (PDP Guidelines PL1 – 4, Activities, and other related material)	31 March 2010	Achieved. The PDP training and support material was reviewed and updated.	
	5. Printing of bulk PDP training and support material for workshops sessions and support for schools and SACE constituencies	31 March 2010	Achieved. The following material was printed PDP post level 1 – 2500 PDP post level 2 – 2500 PDP post level 3/4 – 2500 IQMS Performance Standards – 10,000	
	6. Bulk distribution of PDP material to schools and workshop sessions across the country	31 March 2010	Achieved. All materials was distributed at workshop sessions during the year and additional material was distributed schools, teacher unions and provincial departments	
	7. Review the work of the Professional Development Resource Persons	31 March 2010	Achieved. A two day workshop was conducted in August 2009 for the purposes of: Reflecting on work done in 2008/9 years Defining 2009/10 scope of work in line with redefined role of SACE.	

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
	8. Train new PD Resource Persons in LP, WC, NC, KZN	31 March 2010	Achieved. 45 new Resources persons were trained for purposes of Professional Development programs and CPTD system activities.	
	9. Training and developing 20 000 educators on the PDP	31 March 2010	Not Achieved. 1417 educators were trained on PDP and IQMS performance standard No.5.	This non achievement was due to financial constraints in the financial year.
	10. Printing and Postage of 20 000 Attendance Certificates	31 March 2010	Not achieved.	This was not achieved due to financial constraints in the financial year.
	PROGRAM C: ETHICS AND LEGAL SUPPORT			
	11. Review of the Ethics cases from 2003 – 2008 to inform new professional development programs	31 March 2010	Achieved. A review of 247 cases was done in the current financial year.	
	12. Produce Research report on safety in schools with special references to the educators	31 March 2010	Not Achieved.	A discussion document was still produced during the year and will be finalized in the next financial year.
	13. Support the SACE Ethics Division in developing the training and development, and support material for workshop and outreach sessions	31 March 2010	Partly Achieved	Steps have been taken to achieve this performance area; however this has not been finalized at year end.

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
2. To understand and know challenges in the profession and to make necessary recommendations	PROGRAM A: RESEARCH			
	14. Research Project on Review of Cases lodged with Legal Affairs and Ethics	31 March 2010	Achieved. A review of 247 cases was done in the current financial year.	
	15. Teacher Supply and Demand Issues	31 March 2010	Not achieved.	Lack of internal capacity and financial constraints on commissioning research.
	16. Research Project on Safety of Educators in Schools	31 March 2010	Not Achieved.	A discussion document was still produced during the year and will be finalized in the next financial year.
	17. Mentorship Program for School-based educators	31 March 2010	Not Achieved.	Lack of internal capacity and financial constraints on commissioning research.
3. To promote and enhance the image of the profession	PROGRAM B: CONSULTATIVE RESEARCH			
	18. Develop standards in collaboration with the ETDP SETA and SAQA for developing the mentorship unit standards	31 March 2010	Not achieved	Lack of internal capacity and financial constraints for the development of mentorship program.
	PROGRAM A: SACE PROFESSIONAL MAGAZINE			
	19. Contractual employment of project coordinator for twelve months, including procuring of advertisers	31 March 2010	Not Achieved	This was not achieved due financial constraints during the year.
	20. Establish an Editorial Committee with clear briefings and Terms of References	31 March 2010	Not Achieved	This was not achieved due financial constraints during the year.
	21. Writing and editing articles for the magazine	31 March 2010	Not Achieved	This was not achieved due financial constraints during the year.

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
	22. Printing and Distribution of magazine to all schools	31 March 2010	Not Achieved	This was not achieved due financial constraints during the year.
	PROGRAM B: WORLD TEACHERS DAY			
	23. Design, develop and distribute World Teachers Day support material (posters, brochures, pamphlets)	31 March 2010	Achieved. Various posters, brochures and pamphlets were produced and distributed at the world teachers day function and through the Teachers Newspaper	
	24. Develop and procure various WTD promotional material for the national and provincial World Teachers' Day activities	31 March 2010	Achieved. The following material and produced: <ul style="list-style-type: none"> • Pens • Lunch bags • Memo Pads • Calendars • WTD banners 	
	25. Host a WTD function in a province	31 March 2010	Achieved. A successful World Teachers Day celebration was held in Kimberly in the Northern Cape on 9 October 2009.	
	26. Communication and publicity of the WTD activities	31 March 2010	Achieved. World Teachers Day activities were publicized through the following: <ul style="list-style-type: none"> • Teacher Newspaper • SACE website • Local newspapers in the Northern Cape. 	

3. STRATEGIC OBJECTIVE 3: PROFESSIONAL ETHICS

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
1. Development of an outreach or advocacy plan to all potential registrants in consultation with the Advocacy and communication department	<ol style="list-style-type: none"> 1. Ensure that all schools have copies of the SACE code of conduct. 2. Produce 150 000 self-study brochures that take educators through the Code of conduct in a simplified and non-threatening manner. All schools to receive the simplified version of the Code. 	<p>31 March 2010</p> <p>31 March 2010</p>	<p>Not fully achieved</p> <p>Not achieved</p>	<p>This objective was not achieved due to financial constraints.</p> <p>This objective was not achieved due to financial constraints.</p>
2. Set, promote, maintain and instill good ethical values and standards among educators	<ol style="list-style-type: none"> 3. Ensure that a minimum of 50 000 educators have been taken through the SACE Ethics and Legal Training Programs in partnership with the Professional Development division. 	31 March 2010	Not achieved. A total of 3928 educators were taken through the ethics and legal training	This performance area was not achieved due to financial constraints.
3. Conduct of Disciplinary hearings	<ol style="list-style-type: none"> 4. Ensure that a minimum of 55 disciplinary hearings are finalised by the end of 2010 	31 March 2010	Achieved. A total of 85 disciplinary hearings were held during the year.	
4. Provide sound general Legal Advice to Council and Committees	<ol style="list-style-type: none"> 5. Conduct research into the SACE Act, the operating procedures, the Code of Ethics, etc and identify loopholes as an on-going process 	31 March 2010	Proposals for the amendment of the SACE Act were submitted to the Minister of Education for presentation to parliament.	
5. Manage the Appeals process and reinstatement applications	<ol style="list-style-type: none"> 6. Ensure that at least 5 appeals and or reinstatement applications have been finalised 	31 March 2010	Not achieved	There were four appeals that were received in the financial year and these will only be finalized during the next financial year.

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
6. Train and re-train of Councilors and Panelists'	7. Identify those Councilors and Panelists interested in serving the profession and offer them training in as far as the investigation of complaints and the conduct of disciplinary matters is concerned.	31 March 2010	Not achieved	This objective was not achieved due to financial constraints.
7. Investigation of complaints	8. Ensure that at least 55 cases have been investigated by the end of 2010	31 March 2010	Achieved. A total of 63 investigations took place during the year.	
8. Provision of psychological debriefing for panelists	9. Ensure that panelists, prosecutors and chairpersons are debriefed or receive psychological counseling on an on-going basis annually	31 March 2010	Not achieved	This objective was not achieved due to financial constraints.
9. Follow up on and provision of psychological counseling for victims	10. Ensure that at least 15 Victims have received counseling by the end of 2010	31 March 2010	Not achieved	This objective was not achieved due to financial constraints.

4. STRATEGIC OBJECTIVE: ADMINISTRATION

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
	1. First phase renovation of the building purchased in Pretoria city	31 March 2010	Renovation plans approved and registered with the Municipal Council.	The March Council Meeting took a decision to mandate the Finance Committee to review SACE accommodation needs including provincial contact points. The recommendations are to be presented to a special Council meeting scheduled for 24 and 25 June 2010. It is against this background that renovations could not be proceeded with. One of the recommendations is that the SACE building in Visagie should be sold "as is"
	2. Setting up at least two provincial contact points	31 March 2010	Conceptualization still in progress.	
	3. Raising funds for unfunded educator projects	31 March 2010	The Council secured office equipment (a personal computer and a Photocopier) to the value of R35 000 for Bula Digoro Primary School in Mamelodi.	This is work in progress, we are being assisted by the Department of Arts and Culture in this regard; they made the undertaking that they will invite us in a follow up session.
	4. Review of all administrative policies	31 March 2010	Achieved. The following policies were reviewed: Financial Policy; HR Policy; Supply Chain Policy and IT Policy.	

5. COMMUNICATION AND STAKEHOLDER RELATIONS

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
Forging Strategic partnership	Bi-lateral discussions with union leaders	31 March 2010	Achieved During the reporting period, SACE continued interaction with stakeholders with the aim of strengthening relations. A series of meetings were held with the National leadership of SADTU, NAPTOSA, NATU, SAOU and CTPA.	None
	Meetings with Provincial Department of Education	31 March 2010	Achieved For the period under review meetings were held with nine provincial department education (HOD's)	
	Establish contacts with prospective funders and raise funds for SACE projects		Partially Achieved Letters of appointment sent to prospective funders especially for WTD project.	
Taking services of SACE to educators	On-going communication with individual/ cluster of schools/ Districts/Unions 30 workshops per year	31 March 2010	Achieved 37 workshops were conducted and we managed to reach out to more than 7 800 educators	None

Programme 4: Performance Report

OBJECTIVE/S	KEY PERFORMANCE AREAS	TARGET DATE	PROGRESS AT 31 MARCH 2010	REASONS FOR VARIANCE
Image Building	Produce a minimum of four different publications aimed at improving communications with stakeholders.	31 March 2010	<p>Achieved</p> <p>Produced the following publications</p> <ol style="list-style-type: none"> 1. SACE Brag Book (5000 copies) 2. A5 Booklets <ul style="list-style-type: none"> • Registration • Code of Ethics • CPTD 3. Generic Poster – 40 000 4. PFMA Annual Report -2 500 5. SACE Diaries - 500 	None

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