



C R L

**R i g h t s
C o m m i s s i o n**

Commission for the Promotion and
Protection of the Rights of Cultural,
Religious and Linguistic Communities

Annual
Report | **2023/2024**



Annual Report | 2023/2024

COMMISSION FOR THE PROMOTION AND PROTECTION OF THE
RIGHTS OF CULTURAL, RELIGIOUS AND LINGUISTIC COMMUNITIES

ANNUAL REPORT 2023/2024

RP: 174/2024

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TABLE OF CONTENTS

LIST OF ABBREVIATIONS / ACRONYMS

LIST OF TABLES

LIST OF FIGURES

PART A: GENERAL INFORMATION

Commission's General Information	10
Letter to the Speaker	11
Overview by the Chief Executive Officer	12
1. Strategic overview	14
1.1 Vision	14
1.2 Mission	14
1.3 Values	14
2. Constitutional and Legislative mandate	15
2.1 Constitutional mandate	15
2.2 Legislative mandate	15
3. Organisational structure	16
3.1 Governance Structure	16
3.2 Accounting Structure	17

PART B: PERFORMANCE INFORMATION

4. Statement of accountability for performance information	19
5. Overview of institutional performance and organisational environment	20
5.1 Institutional Service Delivery and Organisational Environment	20
5.2 Impact Statement and Strategic Outcomes	20
5.3 Progress towards the achievement of institutional impacts and outcomes	21

6. Institutional Performance by Programmes	24
6.1 Programme 1: Administration	25
6.2 Programme 2: Legal Services and Conflict Resolution	27
6.3. Programme 3: Public Engagement and Education	28
6.4 Programme 4: Research and Policy Development	34
6.5 Programme 5: Communication, Marketing, IT and Linkages (CMIL)	50
7. Performance information tables: Results of predetermined objectives	58
PART C: GOVERNANCE	
8. Introduction	64
9. Risk Management	64
10. Fraud and Corruption	64
11. Minimizing Conflict of Interest	64
12. Code of Conduct	65
13. Health, Safety and Environmental Issues	65
14. Portfolio Committees	65
15. Internal Audit and Audit and Risk Committee	65
16. Audit and Risk Committee Report	65
PART D: HUMAN RESOURCES MANAGEMENT	
17. Introduction	68
18. Overview of Human Resources Project	68
19. Human Resources Oversight Statistics	69
PART E: COMPLAINEE REPORTING	
20. Irregular Expenditure	94
21. Fruitless and wasteful Expenditure	94
22. Procurement by other means: Format of disclosure	95
23. Contract variations and expansions: Format of disclosure	95
PART F: FINANCIAL INFORMATION	
24. Report of the Auditor General	97

25. Annexure : Auditor General's Statement of Responsibility for Audit	101
26. Accounting Officer's responsibility and approval of the Annual Financial Statement	103
27. Annual Financial Statement	104
27. 1 Statement of Financial Position	104
27. 2 Statement of Financial Performance for the Year Ended 31 March 2024	105
27. 3 Statement of Change in Net Asset	106
27. 4 Cash Flow Statement	107
27. 5 Statement of Comparison of Budget and Actuals	108
27. 6 Accounting Policies	110
27. 7 Notes to the Annual Financial Statement	117

LIST OF ABBREVIATIONS/ACRONYMS

AO	: Accounting Officer
ATM	: African Traditional Medicine
ATR	: African Traditional Religion
AGSA	: Auditor General of South Africa
CEO	: Chief Executive Officer
CRLRC	: Cultural, Religious and Linguistic (Rights Commission)
COGTA	: Department of Cooperative Governance and Traditional Affairs
EO	: Executive Office
CC	: Community Council
CMIL	: Communication, Marketing, IT and Linkages
IHL	: Institutions of Higher Learning
IT	: Information Technology
ICT	: Information and Communication Technology
HR	: Human Resources
PEE	: Public Engagement and Education
LSCR	: Legal Services and Conflict Resolution
RPD	: Research and Policy Development
PAA	: Public Audit Act
ARC	: Audit and Risk Committee
PFMA	: Public Finance Management Act
PanSALB	: Pan South African Language Board
NT	: National Treasury
SALGA	: South African Local Government Association
SCM	: Supply Chain Management
TR	: Treasury Regulations

LIST OF TABLES

Table 1: Achievements of institutional impacts and outcomes

Table 2: Representation of summary results

Table 3: Date of Plenary Meetings

Table 4: Performance Information table

Table 5: Portfolio Committee meetings

Table 6: Audit and Risk Committee membership and dates of meeting

Table 7: Personnel expenditure by programme for the period 1 April 2023 to March 2024

Table 8: Personnel costs by salary band for the period 1 April 2023 to March 2024

Table 9: Salaries, overtime, homeowners' allowance and medical aid by programme for the period 1 April 2023 to March 2024

Table 10: Salaries, overtime, homeowners' allowance and medical aid by salary band for the period 1 April 2023 to March 2024

Table 11: Employment and vacancies by programme as of 31 March 2023

Table 12: Employment and vacancies by salary band as on 31 March 2024

Table 13: Employment and vacancies by critical occupations as on 31 March 2024

Table 14: SMS post as on the 31 March 2024

Table 15: SMS post information as of 30 September 2024

Table 16: Advertising and filling of SMS posts for the period 1 April 2023 to March 2024

Table 17: Reasons for vacancies not advertised within six months

Table 18: Reasons for vacancies not filled within six months

Table 19: Job evaluation by salary band for the period 1 April 2023 to March 2024

Table 20: Profile of employees whose positions were upgraded for the 1 April 2023 to 31 March 2024

Table 21: Employees whose salaries levels higher than those determined by job evaluations by occupations for the period 1 April 2023 to 31 March 2024

Table 22: Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2023 to 31 March 2024

Table 23: Annual turnover rates by salary band for the period 1 April 2023 to 31 March 2024

Table 24: Annual turnover rates by critical occupation for the period 1 April 2023 to 31 March 2024

Table 25: Reasons why staff left the organisation for the period 1 April 2023 to 31 March 2024

Table 26: Promotions by critical occupation for the period 1 April 2023 to 31 March 2024

Table 27: Promotions by salary band for the period 1 April 2023 to 31 March 2024

Table 28: Total number of employees (including employees with disabilities) in each of the following occupational categories as of 31 March 2024

Table 29: Total number of employees (including employees with disabilities) in each of the following occupational bands as of 31 March 2024

Table 30: Recruitment for the period 1 April 2023 to 31 March 2024

Table 31: Promotion for the period 1 April to 31 March 2024

Table 32: Terminations for the period 1 April 2023 to 31 March 2024

Table 33: Disciplinary actions for the period 1 April 2023 to 31 March 2024

Table 34: Skills development for the period 1 April 2023 to 31 March 2024

Table 35: Signing of performance agreements by SMS members as of 31 May 2023

- Table 36:** Reasons for not having concluded performance agreements for all SMS members as of 31 March 2023
- Table 37:** Disciplinary steps taken against SMS members for not having concluded performance agreements as of 31 March 2023
- Table 38:** Performance Rewards by race, gender and disability for the period 1 April 2023 to 31 March 2023
- Table 39:** Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2023 and 31 March 2023
- Table 40:** Performance rewards by critical occupation for the period 1 April 2023 to March 2023
- Table 41:** Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2023 to March 2023
- Table 42:** Foreign workers by salary band for the period 1 April 2021 to March 2023
- Table 43:** Foreign workers by major occupation for the period 1 April 2023 to March 2023
- Table 44:** Sick leave for the period 1 April 2023 to March 2023
- Table 45:** Disability leave (temporary and permanent) for the period 1 April 2023 to March 2023
- Table 46:** Annual Leave for the period 1 April 2023 to March 2024
- Table 47:** Capped leave for the period 1 April 2023 to March 2023
- Table 48:** Leave pay-outs for the period 1 April 2023 to March 2023
- Table 49:** Steps taken to reduce the risk of occupational exposure
- Table 50:** Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)
- Table 51:** Collective agreements for the period 1 April 2023 to March 2023
- Table 52:** Misconduct and disciplinary hearings finalised for the period 1 April 2023 to March 2023
- Table 53:** Types of misconduct addressed at disciplinary hearings for the period 1 April 2023 to March 2023
- Table 54:** Grievances logged for the period 1 April 2023 to March 2023
- Table 55:** Disputes logged with Councils for the period 1 April 2021 to March 2023
- Table 56:** Strike actions for the period 1 April 2021 to March 2023
- Table 57:** Precautionary suspensions for the period 1 April 2021 to March 2024
- Table 58:** Training needs identified for the period 1 April 2023 to March 2024
- Table 59:** Training provided for the period 1 April 2023 and 31 March 2024
- Table 60:** Injury on duty for the period 1 April 2021 and 31 March 2023
- Table 61:** Report on consultant appointments using appropriated funds for the period 1 April 2023 to 31 March 2024
- Table 62:** Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2023 to 31 March 2023
- Table 63:** Report on consultant appointments using Donor funds for the period 1 April 2023 and 31 March 2024
- Table 64:** Granting of employee initiated severance packages for the period 1 April 2023 and 31 March 2024
- Table 65:** Irregular expenditure
- Table 66:** Fruitless and wasteful expenditure
- Table 67:** Procurement by other means: Format of disclosure
- Table 68:** Contract variations and expansions: Format of disclosure

LIST OF FIGURES

Figure 1: Governance Structure	17
Figure 2: Outgoing Commissioners	18
Figure 3: Strategic Framework	19
Figure 4: Impact Statements and Strategic Outcomes	24
Figure 5: Graphic Representation of Results	43
Figure 6: Survey Respondents	44
Figure 7: Religious attendees	44
Figure 8: Consideration, respect and protection of rights and responsibilities	45
Figure 9: Poll	46
Figure 10: Freedom of Expression	47
Figure 11: Discrimination	47
Figure 12: Raising children according to own beliefs	48
Figure 13: Responsible religious freedom	48
Figure 14: Religious responsibilities	49



**PART A:
GENERAL INFORMATION**

COMMISSION'S GENERAL INFORMATION

Full name of the Commission	: Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities
Physical Address	: 33 Hoofd Street, Forum IV Ground Floor Braampark Office Park, Braamfontein, Johannesburg
Postal Address	: Private Bag X90 000, Houghton 2041
Telephone numbers	: 011 358 9100
Fax numbers	: 011 403 2098
Email	: info@crlcommission.org.za
Website	: www.crlcommission.org.za
Facebook address	: Like us at CRL rights Commission
X handle	: Follow us @Crl_commission
Auditors	: The Auditor General of South Africa
Legal Form	: The CRL Rights Commission is a Constitutional Institution legislated by the Commission for the Promotion and Protection of Rights of Cultural, Religious and Linguistic Communities Act 19 of 2002.
Operations	: The CRL Rights Commission deals mainly with social sciences of culture, religion and languages. The CRL Rights Commission's main objectives is to facilitate nation building through the promotion and the Protection of the rights of cultural, religious and linguistic communities.
Governing legislation	: The operations of the CRL Rights Commission are mainly governed by the following legislations. The Constitution of South Africa The Public Finance Management Act, Act 1 of 1999. The CRL Rights Commission Act, Act 19 of 2002.
Bank	: First National Bank of South Africa

LETTER TO THE SPEAKER

Hon Thoko Didiza
Speaker of the National Assembly
Parliament of the Republic of South Africa
PO Box 15
CAPE TOWN
8000

Dear Honorable Speaker

Tabling of the Annual Report of the Commission for the promotion and protection of rights of cultural, religious and linguistic communities for the year ended 31 March 2024 (the CRL Rights Commission)

It gives an absolute pleasure for me to present to you the 2023/2024 Annual Report of the CRL Rights Commission) in terms of section 181 (5) of the Constitution of the Republic of South Africa, Act 108 of 2006.

This Annual Report covers all the financial and performance activities of the CRL Rights Commission for the period from 1 April 2023 to 31 March 2024.

In accordance with the above provision, I hereby table the CRL Rights Commission Annual Report 2023/2023 to give account of how the Commission fared in implementing its constitutional and legislative mandate in the year under review.

It will also be appreciated if this report would be referred to the National Assembly's Standing Committee on Cooperative Governance and Traditional Affairs for formal parliamentary scrutiny.

Yours sincerely



Dr TE Mafadza

Accounting Officer

CRL Rights Commission

Date: 31 July 2024

OVERVIEW BY THE CHIEF EXECUTIVE OFFICER



As I reflect on the past year, I am filled with gratitude, awe, and pride in the accomplishments achieved through our collective efforts, despite a modest budget. This Annual Report for the CRL Rights Commission 2023/2024 provides an opportunity to highlight the Commission's activities and achievements over the past year, and how we have continued to make a significant impact on cultural, religious, and linguistic communities. Although the Commission successfully achieved all its predetermined targets for the 2023/2024 financial year, it is regrettable to note that we fell short of obtaining a clean audit opinion. This emanates from a technical oversight in housekeeping procedures, which management has acknowledged with grave concern and taken corrective measures to prevent its recurrence.

In pursuit of continuous improvement, the CRL Rights Commission's Management remains guided by the MTSF priorities, with a primary focus on the Social Cohesion and Safe Communities, Outcomes and Outcomes Indicators outlined in the 2020/2021-2024/2025 Strategic Plan, as approved by the Executive Authority. The Management successfully translated the vision of the Plenary, the highest decision-making body comprising Commissioners, into actionable Annual Performance Plans. These plans were subsequently cascaded down to Operational Plans or Business Plans. Furthermore, Management ensured that all staff members signed performance agreements, which are directly aligned with the Commission's deliverables, thereby guaranteeing a unified focus towards achieving common objectives.

The sustained progress and improved outcomes demonstrated in the current results can be attributed to the effective implementation of the Audit Improvement Plan. This plan was strategically established to promptly address the concerns and recommendations raised by both External and Internal Auditors in previous financial years, ensuring that corrective actions are taken immediately following the conclusion of each audit cycle.

Strategic initiatives

During the year under review, the Commission enhanced its impact on the communities it serves by connecting the complaints received to relevant legislation affecting their livelihoods. In the year under review, the Commission received a total of 87 complaints and managed to resolve 77. The Commission reviewed the Prevention of and Combating of Hate Crimes and Hate Speech Bill [B9B-2018]; the Marriage Draft Bill (B 2023); the Aspects of the Matrimonial Law and the Children's Bill.

The Commission further reviewed 16 municipal by-laws on land use for religious purposes in North-West Province. The reviewed by-laws were from the following municipalities: Mahikeng, City of Matlosana, Rustenburg, Madibeng, Tswaing, Greater Taung, Moses Kotane, Ditsobotla Mamusa, Naledi, Ramotshere Moiloa, Ratlou, Moretele, Kagisano-Molopo, Lekwa-Teemane, and Kgetleng-River.

Pursuant to its legislative mandate, the Commission is required to educate and raise public awareness about its objectives. In fulfilment of this mandate, the Commission conducted 25 educational awareness campaigns and 35 engagements with cultural, religious, and linguistic communities during the year under review.

The Commission remains deeply concerned about the high rate of fatalities among young people at initiation schools. In response, the Commission organised a National Initiation Indaba, gathering the National Initiation Oversight Committee (NIOC), Provincial Initiation Coordinating Councils (PICC) leadership, and relevant stakeholders to collaboratively seek a lasting solution to the problems besetting the traditional practice of initiation. The Indaba's objectives included crafting universally applicable resolutions and ensuring that all stakeholders are held accountable for any adverse events affecting initiates.

In accordance with one of its strategic outcomes, the Commission maintained its commitment to research and knowledge production, completing several projects and publishing comprehensive reports replete with evidence-based recommendations. These reports are designed to inform policy position and support the revitalisation of both diminished and diminishing community heritages. Details of the research reports and awareness campaigns are contained in Part B under Research and Policy Development and Public Engagement and Education sections of this report.

Overview on financial performance of the CRL Rights Commission

To enable the Commission to fulfil its mandate, it received an allocation of R46 998 million in 2024, compared to R46 818 million in 2023. However, the actual increase from the previous year's baseline is R180,000. The Commission achieved a surplus of R3, 087 Million, at the end of the 2023/2024 financial year compared to R5, 201 Million in the same period of the previous financial year. The improvement in respect of expenditure is mainly due to disbursements related to the national initiation indaba activities that was hosted by the Commission in April 2023.

In the year under review, the Commission obtained an unqualified audit opinion with findings. The institution continued to adhere to compliance in terms of payment of suppliers within 30 days as required by prescripts. The organisation did not have a deficit or net liability position in the year under review and did not have a bank overdraft or generated a negative cash flow from operating activities.

As mentioned from above, audit findings raised, were related to delays in the implementation of the revised procurement regulations of 2022, with regard to supply chain management. The delay was mainly through the omission of the CRL Rights Commission on mailing list to different institutions and departments from the National Treasury, which then made the Commission to implement the amended regulations late. However, upon the discovery of the issuance of new regulations, the Commission immediately amended its supply chain management policy to align it to instructions although it was implemented slightly five months later.

In the same financial year, the Commission continued with operations under constraint conditions due to budget limitations. Allocated funds to the Commission are insufficient to allow expansion of its services to regions or provinces. As a result, retained earnings alone cannot guarantee the expansion of the Commission's services to the regions without its current baseline balance being increased.

Human Resources

The Capacity and Capability Review Project has been successfully completed. Key recommendations from this project include the establishment of local community offices, which the Commission will implement in a phased approach over the medium term subject to the availability of sufficient financial resources. Additionally, staff members impacted by the project have been redeployed to positions where they can maximise their skills and contributions. Notably, only one employee opted for a severance package as a result of the project's outcomes.

The Capacity and Capability Project has yielded several key outcomes, including the creation of additional positions to be filled in a phased manner, with priority positions being addressed first. Furthermore, the project recommends the establishment of regional offices, with provinces grouped into clusters as follows: KwaZulu-Natal and Eastern Cape, Limpopo and Mpumalanga, Free State and North West, and Northern Cape and Western Cape, while the National Office and Gauteng Province will form a separate cluster. We are optimistic that these expansion plans will come to fruition, enabling the Commission to effectively reach and serve all cultural, religious, and linguistic communities. However, the realisation of these plans is contingent upon a significant increase in the Commission's baseline funding.

In conclusion, I would like to express my appreciation to the outgoing Chairperson, Deputy Chairperson, and all Commissioners for their unwavering commitment to accountability, which has empowered us to strive for excellence at all times. I also wish to extend my sincere gratitude to the Management team and staff members for their exceptional dedication, tireless efforts, and outstanding performance. Furthermore, I would like to thank our valued stakeholders and community council for their steadfast support and partnership in realising our vision.



Dr TE Mafadza

Chief Executive Officer.

CRL Rights Commission

Date 31 July 2024

1. STRATEGIC OVERVIEW

1.1 Vision

Mutual respect amongst cultural, religious and linguistic communities

1.2 Mission

To foster rights of cultural, religious and linguistic communities to freely observe and practise their culture, religion and language

1.3 Values

Values	Definition
Transparency	Employees are committed to being open, honest and straightforward in conduct at all times when embarking in organisational operations
Professionalism	Employees commit to uphold high standard in self-conduct, self-presentation and adherence to the workplace policies and procedures
Responsiveness	Employees commit to understand the organisational, contextual and job demands to ensure provision of appropriate service on time to uphold the organisational mandate
Accountability	Employees commit to take full responsibility for their decisions, conduct and actions in the workplace and ensure to support and assist their colleagues to uphold the same
Integrity	Employees commit to firm adherence to the code of conduct and ethics as prescribed by the organisational policies and procedures
Impartiality	Employees commit to unbiased, fair play and conduct in all dealings with colleagues, partners and other stakeholders in the workplace
Respect	Employees commit to actions of treating colleagues, partners and other stakeholders with appreciation and dignity at all times

2. CONSTITUTIONAL AND LEGISLATIVE MANDATE

2.1 Constitutional Mandate

The CRL Rights Commission is a constitutional institution established in terms of Section 181(1)(c) of the Constitution of the Republic of South Africa, 1996, to strengthen constitutional democracy. The CRL Rights Commission was established to protect and promote the rights of cultural, religious and linguistic communities. Its mandate is achievable through both proactive and reactive approach.

In terms of sec 185 (1) the CRL Rights Commission must:

- Promote and develop peace, friendship, humanity, tolerance and national unity among cultural, religious and linguistic communities, on the basis of equality, non-discrimination and free association.
- Promote respect for and further the protection of the rights of cultural, religious, and linguistic communities; and
- Recommend the establishment or recognition of community councils in accordance with national legislation of cultural or other council/councils for community/communities in South Africa.

2.2 Legislative mandate

The powers and functions of the CRL Rights Commission are defined in Section 5 (1) of the CRL Rights Act, these including the following:

- a. Conduct information and education programmes to promote public understanding of the objects, roles and activities of the Commission.
- b. Conduct programmes to promote respect for and further the protection of the rights of cultural, religious, and linguistic communities.
- c. Assist in the development of strategies that facilitate the full and active participation of cultural, religious, and linguistic communities in nation building in South Africa.
- d. Promote awareness among the youth of South Africa of the diversity of cultural, religious, and linguistic communities and their rights.
- e. Monitor, investigate and research any issue concerning the rights of cultural, religious, and linguistic communities.
- f. Facilitate the resolution of conflict between and within cultural, religious, and linguistic communities or between any such community and an organ of state where the cultural, religious or linguistic rights of a community are affected.
- g. Make recommendations to the appropriate organs of state regarding legislation that impacts, or may impact, on cultural, religious, and linguistic rights of communities.
- h. Establish and maintain a database of cultural, religious, and linguistic community organisations and institutions and experts on these communities.
- i. Educate, lobby for, advise and report any issue concerning the rights of cultural, religious, and linguistic communities
- j. Receive and deal with requests related to the rights of cultural, religious, and linguistic communities; and
- k. Bring any relevant matter to the attention of appropriate authorities or organs of state, and, where appropriate, make recommendations to such authority or organs of state in dealing with such a matter.

3. ORGANISATIONAL STRUCTURE

3.1. Governance Structure

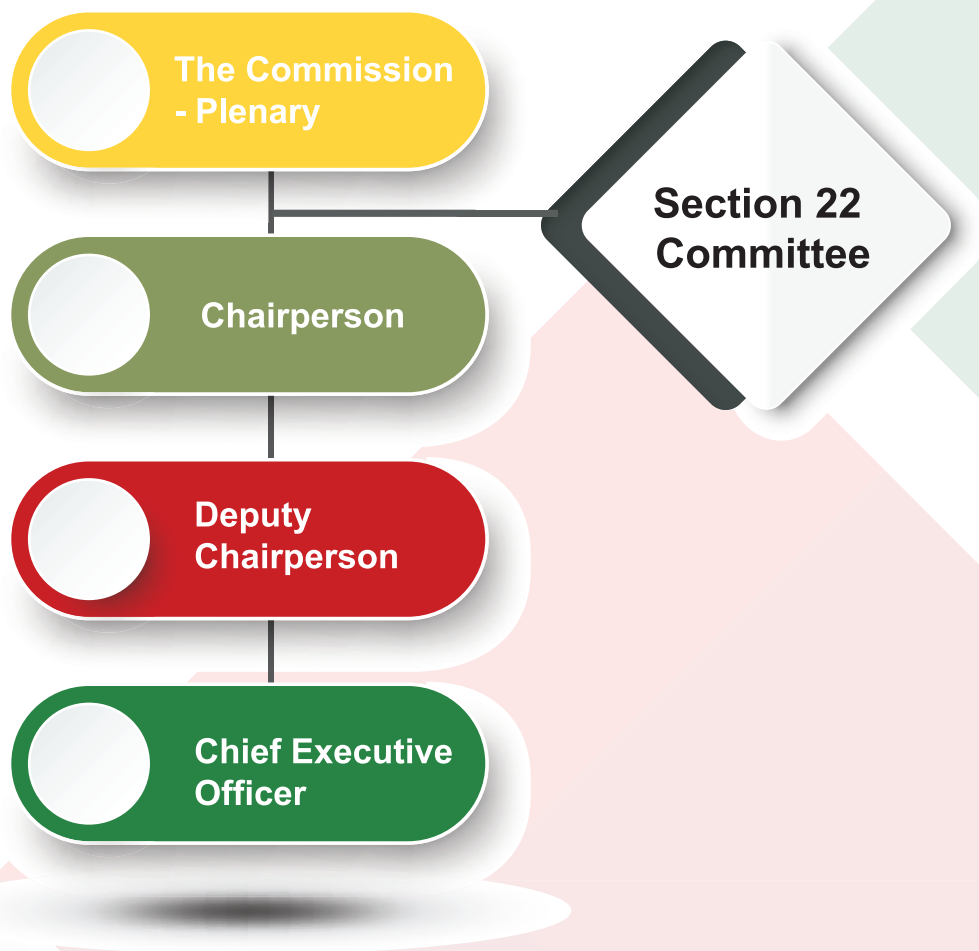


Figure 1: Governance Structure

In terms of the CRL Act 19 of 2002 the Commission consists of (a) a Chairperson appointed by the President in terms of Section 12 with no less than 11 and no more than 17 members also appointed by the President in accordance with the procedure set out in Section 11.

Section 12(1) provides that the President must appoint a member of the Commission or another person satisfying the qualification set in section 10 as the Chairperson of the Commission. Section 12(2) provides that such a person must be fit and proper to hold the office of the Chairperson.

The Chairperson has powers in terms of Section 19 to decide when and where the Commission meets. In the absence of the Chairperson, the Deputy Chairperson presides over the meeting and if both are absent from a meeting, the members present must elect another member to preside over the meeting. The CRL Act 19 of 2002 Section 22 provides for the establishment of committees consisting of members only or members and staff or other persons to assist the Commission in the performance of its functions. The CRL Rights Commission is also governed by the provisions of the Public Finance Management Act of 1999 and this act further provides clarity in terms of the functions of the Chairperson of Constitutional Institution.

Section 1.1 of the Treasury Regulations read in line with the PFMA provides additional functions of the Chairperson other than calling and chairing meetings. It provides that in an Executive Authority, in relation to a constitutional institution consisting of a body of persons, the chairperson of the constitutional institution with a single office bearer is the incumbent of that office.

Outgoing members of the Commission



Prof Luka David Mosoma
Chairperson



Dr Mmamohapi Sylvia Pheto
Deputy Chairperson



Ms Nomalanga Tyamzashe
Commissioner



Mr Renier Stephanus Schoeman
Commissioner



Ms Tsholofelo Mosala
Commissioner



Mr Sicelo Dlamini
Commissioner



Ms Ramokone Kgatla
Commissioner



Adv Richard Botha
Commissioner



Ms Sheila Khama
Commissioner



Adv Muneer Abduroaf
Commissioner

Figure 2: Outgoing Commissioners

3.2. Accounting Structure and Organisational Structure

In terms of section 30 of the CRL Act 19 of 2002 the Commission must appoint a Chief Executive Officer (the CEO). The CEO in terms of the PFMA Section 36 (2)(b) and Treasury Regulations is the Accounting Officer of the Constitutional Institution and is responsible for the administrative and financial matters of the Commission. The accounting officer is responsible for formation and development of an efficient administration' organisation, control and management of all staff and maintenance of discipline in respect of staff. He is also responsible for carrying out the decisions of the Commission and implementing strategic framework as required by the Commission

Accounting and Organisational Structure

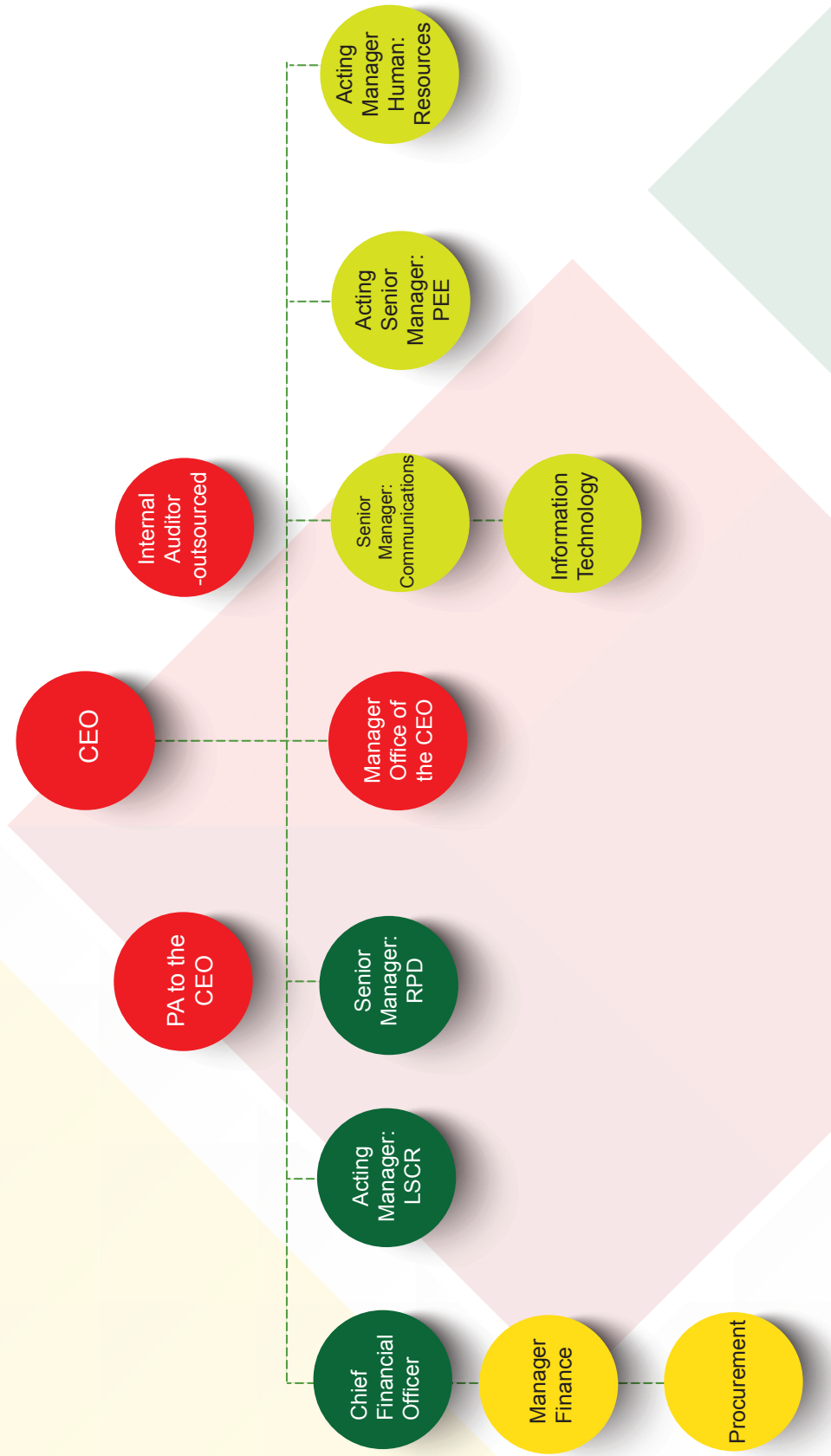


Figure 3: Strategic Framework



**PART B:
PERFORMANCE
INFORMATION**

4. STATEMENT OF RESPONSIBILITY FOR PERFORMANCE INFORMATION

Statement of responsibility for performance information for the year that ended 31 March 2024

The CEO is responsible for the preparation of the institution's performance information and for the judgements made in this information.

The CEO is responsible for establishing and implementing a system of internal control designed to provide reasonable assurance as to the integrity and reliability of performance information.

In my opinion, the performance information fairly reflects the performance of the institution for the financial year ended 31 March 2024.



Mr. TE Mafadza

Chief Executive Officer

CRL Rights Commission

31 July 2024

5. OVERVIEW OF INSTITUTIONAL PERFORMANCE AND ORGANISATIONAL ENVIRONMENT

5.1 Institutional Service Delivery and Organisational Environment

The Commission's broad mandate and minimal 2% annual budget increase are mismatched, making it difficult to produce different results with the same resources. The Commission is entrusted with the mammoth task of promoting peace, fostering humility, and cultivating tolerance among diverse cultural, religious, and linguistic communities. The Commission faces a significant challenge in effectively operating from a national office while simultaneously making a meaningful impact on individual members of the CRL communities at the local level. Furthermore, it is equally daunting for Commissioners to possess a comprehensive understanding of and respond to all issues affecting these diverse communities.

5.2 Impact Statements and Strategic Outcomes

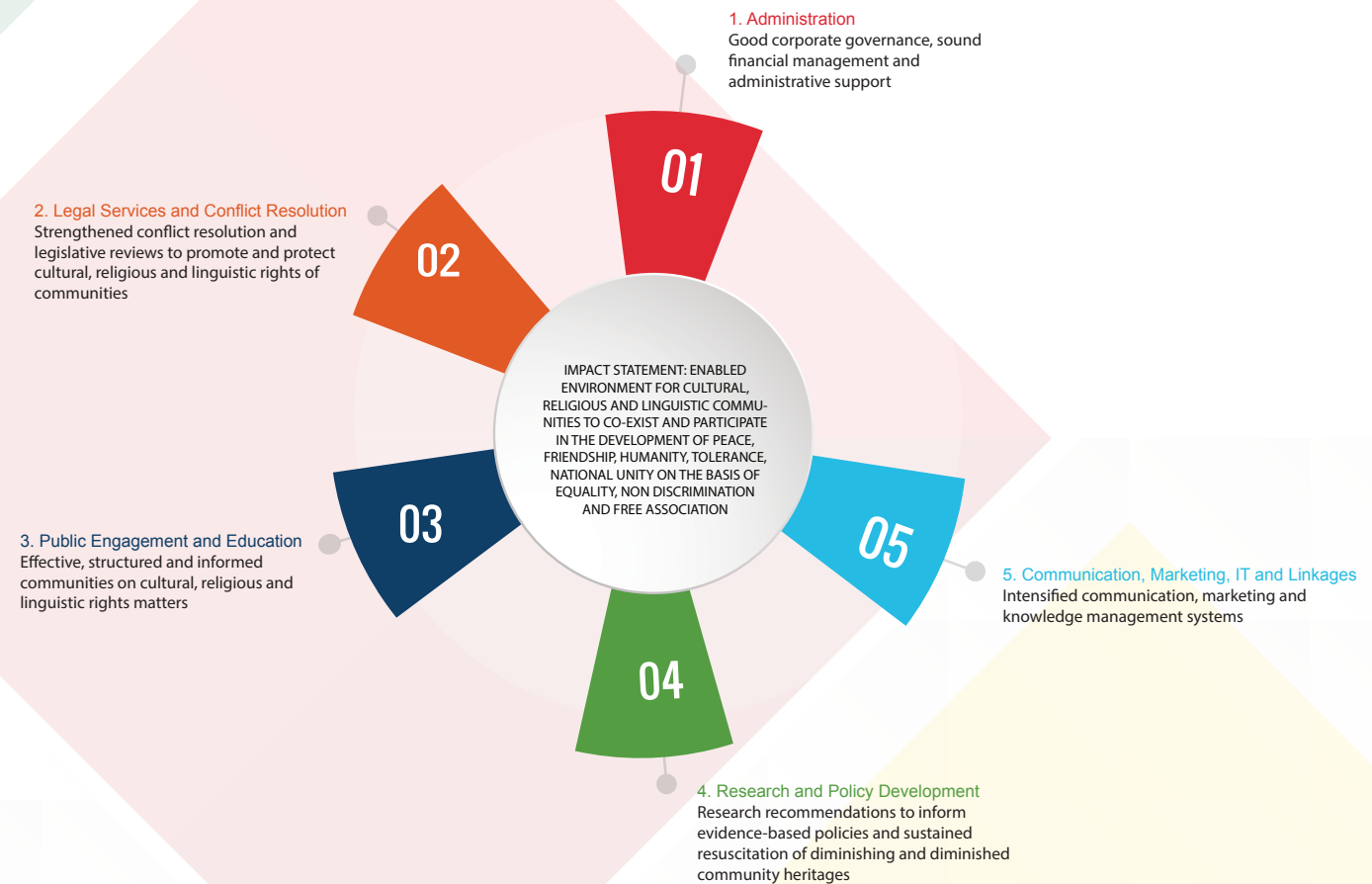


Figure 4: Organisational Impact and Programme Outcomes

5.3 Progress towards the achievement of 5-Year Institutional Impacts and Outcomes

Impact Statement	Enabled environment for cultural, religious and linguist communities to co-exist and participate in the development of peace, friendship, humanity, tolerance, national unity based on equality, non-discrimination and free association.			
MTSF Priorities	Social Cohesion and Safe Communities. Better Africa and the world. A capable, ethical and developmental state.			
Outcomes	Outcome indicators	Baseline	Five Year Targets	Progress
Outcome 1 Good corporate governance, sound financial management and administrative support in line with legislation.	Maintenance of unqualified audit opinion and improved oversight	Clean Audit	Unqualified audit opinion for each year until 2024/2025	Unqualified audit
	Reduction of wasteful, fruitless, and irregular expenditure to zero	No irregular expenditure	Zero fruitless, irregular and wasteful expenditure	Zero fruitless, wasteful and irregular expenditure
Outcome 2 Strengthened conflict resolution and legislative reviews to promote and protect cultural, religious, and linguistic rights of communities	Percentage of complaints resolved within the approved turnaround times	33% of complaints handled annually	80% of complaints handled annually	80% of complaints handled annually
	Percentage and number of legislative reviews conducted.	67% of reviewed bills before Parliament	100% of reviewed Bills before Parliament	100% of reviewed Bills before Parliament
		64 municipal bylaws reviewed	80 municipal bylaws reviewed	16 municipal bylaws reviewed
Outcome 3 Effective, structured, and informed communities on cultural, religious and linguistic rights matters.	Number of engagements and educational programmes conducted, and community councils structured and recognised on cultural, religious and linguistic rights for the promotion of the objects of the Commission.	200 engagement and educational programmes conducted with cultural, religious, and linguistic communities	250 engagement and educational programmes conducted with cultural, religious, and linguistic communities	50 engagement and educational programmes conducted with cultural, religious, and linguistic communities
Outcome 4 Research recommendations to inform evidence-based policies and sustained resuscitation of diminishing and diminished community	Number of research reports with recommendations to organs of state that seek to influence legislation and policy position.	16 research reports with recommendations produced	20 research reports with recommendations produced	4 research reports with recommendations produced
Outcome 5 Intensified Communication, Marketing and knowledge management systems	Number of reports on Communication, Marketing and knowledge management systems produced and implementation of approved ICT Governance Framework	16 reports on communications, marketing and knowledge management systems produced	20 reports on communications, marketing and knowledge management systems produced	4 Reports on communications, marketing and knowledge management systems produced

Table 1: Achievements of institutional impacts and outcomes

6. Institutional Performance by Programmes – Summary of results

Programme	Total number of targets	No of targets fully achieved	No. of targets not met	Achievement in percentages
Programme 1: Administration	7	6	1	86%
Programme 2: Legal Services and Conflict Resolution	3	3	0	100%
Programme 3: Public Engagement and Education	3	3	0	100%
Programme 4: Research and Policy Development	4	4	0	100%
Programme 5: Communication, Marketing, IT and Linkages	3	3	0	100%
Totals	20	19	1	94%

Table 2: Tabular representation of summary of results

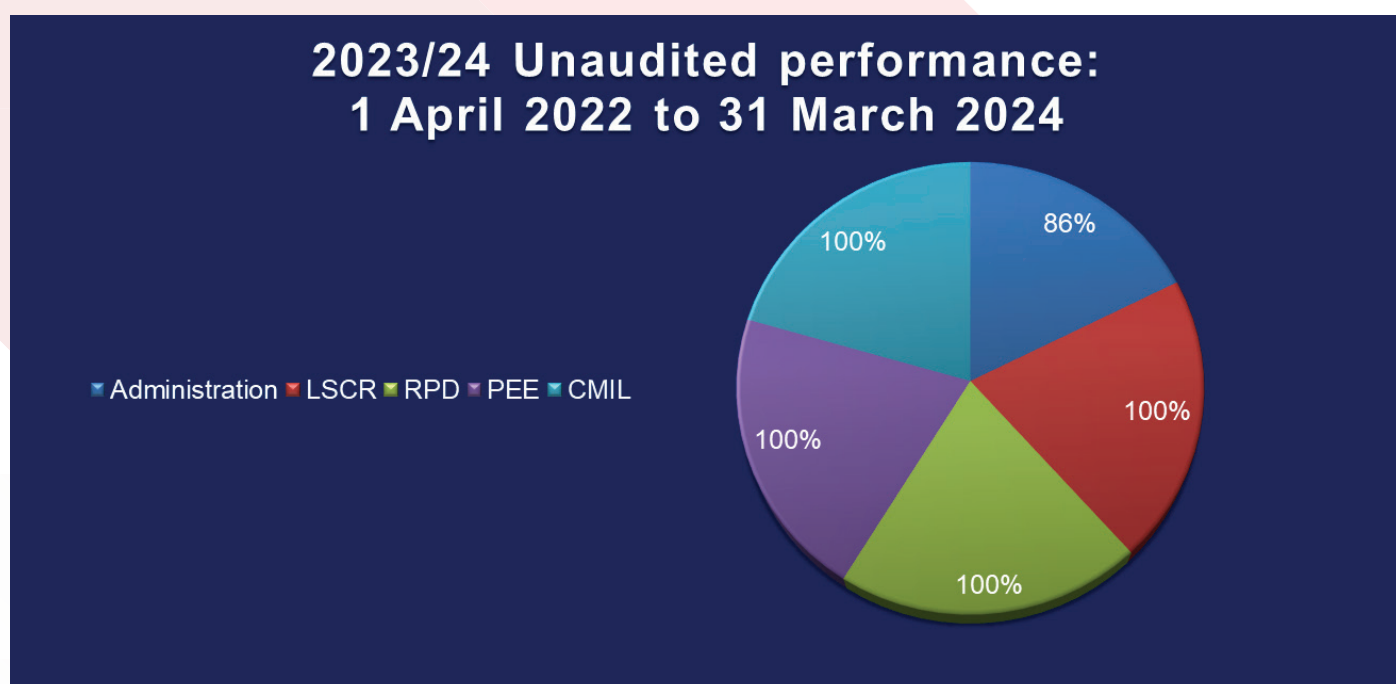


Figure 5: Graphic Representation of Results

6.1 Programme 1: Administration

Executive Office (Commissioners)

This Office is responsible for provision of strategic direction and to perform oversight in terms of guiding the implementation of the Commission's mandate. It is responsible for monitoring compliance with ratified international instruments, charters and report on progress and impact made. In addition, the office also ensures that the administration arm of the Commission carries out its duties effectively and efficiently. It monitors and provides oversight to the work of the organisation through Commission's Section 22 and Section 7 Committees. It further evaluates and approves recommendations to other Organs of State to influence legislation and policy direction in line with the CRL Rights Commission's mandate.

To support the Executive Office and Commissioners in their oversight roles, subcommittees have been established in accordance with Section 22 of the CRL Rights Commission. Pursuant to this Section, the Commission may establish one or more committees comprising members, staff, or external experts to assist in performing its functions.

The Subcommittees of Plenary are listed below according to each committee's functions and each subcommittee is headed by an appointed Chairperson.

- a) Human Resources - Sec 22 Committee
- b) Finance - Sec 22 Committee
- c) Legal Services and Conflict Resolution - Sec 22 Committee
- d) Public Engagement and Education - Sec 22 Committee
- e) Research and Policy Development - Sec 22 Committee
- f) Communication and Marketing - Sec 22 Committee

In addition to these committees, an ICT Governance Committee has also been established. The function of this Committee is to support the organisation to set and achieve its objectives and to carry out periodically formal reviews of the competence of organisations' IT function.

Dates of Commissioners' Plenary Sitting

Frequency	Dates
First Quarter	29 June 2023
Second Quarter	28 September 2023
Third Quarter	05 December 2023
Fourth Quarter	25 March 2024

Table 3: Date of Plenary meeting

Office of the Chief Executive Officer

The Office is responsible for monitoring and implementing the decisions of the Commission and supporting all programmes of the Commission. It provides strategic leadership, management and coordination between the Secretariat, Commissioners and other structures of the Commission. It is responsible for planning, monitoring and evaluation as well as for reporting.

It is responsible for addressing audit related matters including audit committee meetings, preparations for audit annually as well as managing internal audit work. In addition, the office is responsible for preparing and drafting internal audit terms of reference. Another function is to ensure adequate internal controls and governance processes are in place.

The Office of the Chief Executive Officer continued to implement the decisions of the Plenary. The Subprogramme implemented the strategic plan, as set out by Commissioner at the beginning of their term and has conducted monitoring and evaluation by way of providing assurance to the quarterly performance reports produced.

The unit consistently submitted quarterly reports to the Department of Planning, Monitoring, and Evaluation (DPME) and National Treasury in a timely manner. To secure quarterly funding, the Subprogramme is responsible for requesting tranches from the Department of Traditional Affairs, which entails preparing and coordinating supporting documents such as the quarterly reports, trial balances, and financial reports which are consolidated with the request letters for quality assurance that the Commission continues with its mandate to serve communities.

Finance and Financial Management

Overview

During the 2023/24 financial year the Office of the Chief Financial Officer managed to achieve all its objectives. Achievements and challenges will be discussed in more detail in the following paragraphs.

Achievements

Financial Administration

The Unit made improvements to the quality of financial statements issued on a quarterly basis. These improvements also improved the quality of the annual financial statements. The Finance Unit continues to strive for perfection and a clean audit was achieved for the fourth consecutive year.

Procurement

The Unit improved in the areas of contract management with no findings raised by the Auditor General. This was a regression in the audit opinion of the prior year due to the late implementation of the new preferential procurement regulations issued early 2023.

Management is assessing the impact of the changed regulations to determine if any irregular expenditure was incurred due to the wrong application of BBBEE ratings which was replaced with specific goal ratings. The Commission implemented the new regulations from February 2024.

Cash Management

Management of the cash flow at the CRL Rights Commission is at a high standard, and the CRL Rights Commission paid all suppliers and staff on time. The CRL Rights Commission also successfully manages the delivery of services to remain in the allocated funds for the prolonged period from its inception in 2004.

The CRL Rights Commission has a robust financial position, with a healthy bank balance that enables it to meet all current obligations promptly as they arise.

Challenges

Compliance with laws and regulations emerges as a risk, due to the late implementation of the newly legislated preferential procurement regulations. Management has developed control measure to be implemented in the new financial year to mitigate the risk of non-compliance. The new regulations have already been implemented during the reporting year, although not on time.

6.2 Programme 2: Legal Services and Conflict Resolution

The Legal Service and Conflict Resolution unit (LSCR) is responsible for handling (investigating and facilitating conflict resolution) complaints and requests where the rights of culture, religion and language are affected, to promote and protect the rights of cultural, religious and linguistic communities, provide legal responses to legal requests: opinions, drafts and advice to the Commission, and to the public on cultural, religious and linguistic rights; and conduct legislative review on legislations and Bills that impact cultural, religious and linguistic rights of communities.

Functions of the unit

Complaints handling

During the 2023/2024 financial year, the unit received a total of 87 cases, comprising 38 cultural, 44 religious, and 5 language-related cases. By the end of the year, the unit had successfully handled and finalized 77 cases, leaving 10 cases (6 cultural and 4 religious) to be carried over to the 2024/2025 financial year.

The unit began the year with 5 carried-over cases from the previous year, consisting of 3 cultural and 2 religious cases. It managed to handle and finalise 4 of these cases, meeting its target of 80% handled complaints.

In terms of new cases received during the year, the unit handled and finalised 77 out of 87, achieving an impressive 88.5% success rate. This exceeded the unit's target of 80% handled complaints.

Legal opinions and drafts

The unit responded to all (100%) legal requests for advice/opinions and drafts received in the year 2023/2024. Those include, amongst others, vetting of Bothlale PABX; comments to the South African Football Association on the expert Opinion on Isiphandla in football; vetting of Little Creek draft SLA with CRL Commission; media response to Manogeng Eskom Graves (enquiry); media statement issued by the CRL Rights commission in regard to the slaughtering of animals as a cultural or religious practice; vetting of Liquid Telecommunication MSA with CRL Commission; Draft MOU between CRL Rights Commission and Iqonga Lo Thungelwanu Lolonto Org; and Liquid MSA (POPIA compliant), Liquid Telecommunication MSA with CRL Commission, and assistance with conference presentations.

Legislative Review

Review of Bills and Legislation

The unit reviewed all (100%) Bills and legislation that impact on the rights of cultural, religious and linguistic communities, as well as legislation that have impact thereof as determined by the complaint.

The unit reviewed the Prevention of and Combating of Hate Crimes and Hate Speech Bill [B9B-2018]; the Marriage Draft Bill (B 2023); the Aspects of the Matrimonial Law and the Children's Bill.

The unit further reviewed 16 municipal by-laws on land use for religious purposes in North-West Province. Those reviewed were from the following municipalities: Mahikeng, City of Matlosana, Rustenburg, Madibeng, Tswaing, Greater Taung, Moses Kotane, Ditsobotla Mamusa, Naledi, Ramotshere Moiloa, Ratlou, Moretele, Kagisano-Molopo, Lekwa-Teemane, and Kgetleng-River local municipalities.

6.3 Programme 3: Public Engagement and Education

The purpose of this Unit is to develop information and educational programmes that facilitate public understanding of the objects of the Commission and promote respect for and protection of CRL communities, assist in developing strategies that facilitate full and active participation of CRL communities in nation building in South Africa, promote awareness among the youth of the diversity of CRL communities and their rights, and establish and strengthen the Community councils to enhance the visibility of CRL Rights Commission for an improved promotion and protection of rights for cultural, religious and linguistic communities.

During the year under review, the Unit undertook a comprehensive outreach program, comprising 25 educational campaigns and 30 community engagements. The educational initiatives included interactive roadshows, informative exhibitions, and targeted dissemination of information. Additionally, the Unit facilitated 30 structured engagements with cultural, religious, and linguistic communities, featuring dialogues, seminars, and stakeholder meetings.

Educational Awareness Campaigns

The educational awareness campaigns were conducted under the themes 'bringing the services of the Commission closer to the communities' and 'reaching out to communities through educational programmes'.

The aim of the campaigns was to empower communities and making them aware of the work of the Commission. The other key focus was also to discuss issues around the Customary Male Initiation Practice prior to the initiation seasons starting. The Commission had just conducted the National Initiation Indaba in April 2023 and the outcomes of the conference were used as the bedrock of the awareness campaigns with communities.

The table below depicts the areas and communities or stakeholders where the educational awareness campaigns were conducted.

PROVINCE	AREA	AUDIENCE	DATES
QUARTER ONE (1)			
1.Gauteng	George Goch Stadium	Office of the Premier & community at large	26 May 2023
2.Mpumalanga	Moreipuso	Community members & organisations	13 June 2023
3.Mpumalanga	Gasetlhare & Ka Joseph	Community members & organisations	14 June 2023
4.Mpumalanga	Moletela	Community members & organisations	15 June 2023
5.Gauteng	Fine Town Community Hall	Exhibitors from Government Departments and Community members	27 June 2023
6.Gauteng	Zola Administrative Offices	Religious Leaders and Community members	29 June 2023
QUARTER TWO (2)			
1.Northwest	Swartdam Village	Religious & Traditional Leaders; & Community members.	16 August 2023
2.Northwest	Mathibestad Village	Religious & Traditional Leaders; Community Members	17 August 2023
3.Northwest	Kgomokgomo Village	Religious & Traditional Leaders; & Community members.	17 August 2023
4.Northwest	Motle Village	Religious & Traditional Leaders; & Community members.	18 August 2023

PROVINCE	AREA	AUDIENCE	DATES
5.Northwest	Maubane Village	Religious & Traditional Leaders; & Community members.	18 August 2023
6.Northwest	Mogogelwa Village	Religious & Traditional Leaders; & Community members.	22 August 2023
7.Limpopo	Malatane Village	Malatane Royal Council	04 September 2023
QUARTER THREE (3)			
1.Gauteng	Kagiso Ext. 12	Community at large	13 October 2023
2.Gauteng	Carletonville-Soweto	Community at large	10 November 2023
3.Limpopo	Polokwane Library Gardens	Community at large	11 – 15 December 2023
QUARTER FOUR (4)			
1.Free State	Thabanchu Group	Traditional health Practitioners	05 March 2024
2.Free State	Bochabelo Group	Traditional health Practitioners	06 March 2024
3.Free State	Sasolburg Methodist Church	Community at Large	14 March 2024
4.Northern-Cape	Jan Kempdorp	Community at Large	18 March 2024
5. Northern-Cape	Pampierstad	Community at Large	19 March 2024

Engagements with communities

The Unit facilitated a workshop on Customary Male Initiation with the Gauteng Department of Cooperative Governance and Traditional Affairs, bringing together key stakeholders to discuss their roles and responsibilities. Participants included representatives from various government departments, the South African Police Service, parents/legal guardians, and the National Prosecuting Authority - all members of the Provincial Initiation Coordinating Committee.

Other engagements were conducted with School districts in the Limpopo, Mpumalanga and Gauteng provinces respectively. The themes of the engagements were 'Promoting and protection of cultural and religious rights within the school environment from the Constitutional perspective'.

The engagement aimed to facilitate collaboration among key stakeholders in developing inclusive policies that respect diverse religions and cultural rights within the school environment. The unit sought to gather stakeholders' insights and expertise in promoting and protecting these rights. Additionally, the goal was to collaborate with the Department of Basic Education to empower School Governing Bodies (SGBs) to play a central role in aligning cultural and religious policies with the Constitution of the Republic of South Africa and relevant departmental policies.

This engagement was conducted as a result of complaints raised by traditional health practitioners that the religious policy in schools favours mainly the Christian religious community more than any other religion.

The Unit also conducted an engagement with the Gauteng Department of Social Development on Children's cultural rights which aimed to get sentiments about children's cultural rights. It was discovered that children are going through spiritual initiation (traditional healing practice) at a very young age. The aim of the engagement was to find ways to protect children from being exposed to such practices.

The Unit furthermore conducted a seminar on Public Education mother-tongue commemoration. The theme was: 'Mother Language Diminishing a Heritage that preserves self-determination and free expression of self. Is the use of indigenous languages eroded in modern society?' The aim of the event was to highlight the significance and value of preserving language as a vital part of community heritage, emphasising its importance and benefits.

Another engagement in a form of dialogue was conducted in collaboration with Icamagu Institute under the theme 'redefining traditional perspective'. The aim was to consider the issue of diversity in beliefs and practices among Africans or black people in South Africa, and to document African theology in post-colonial South Africa, thereby safeguarding traditional religion.

The CRL Rights Commission collaborated with the South African Human Rights Commission in engaging on access to justice for persons with disabilities and older persons. The theme of the engagement was that everyone is potentially disabled or old. Being inclusive and considerate of these groups is 'helping myself'. The event's emphasis was on human dignity and the achievement of equality, advancement of human rights and freedom regardless of the status of the person.

The table below depicts engagement that were conducted with the communities and other relevant stakeholders.

#	PROVINCE	AREA	AUDIENCE	DATES
QUARTER ONE (01)				
1.	Gauteng	Premier Hotel, Airport	PICC, COGTA, CGE, SAPS, Dept. Social Development	18 April 2023
2.	Gauteng	Premier Hotel, Airport	PICC, COGTA, CGE, Monitoring Team, SAPS, Dept. Social Development	19 April 2023
3.	Gauteng	Etwatwa, Empengeni Primary School	PICC, COGTA, Initiation Surgeons, Dept. Health, Monitoring Team	30 May 2023
4.	Mpumalanga	Ka-Josefa, Assemblies of God Church (Afternoon session)	Religious Leaders and members of the community	15 June 2023
5.	Limpopo	Nylstroom, Susan Strijdom Special School	SGBs, Circuit manager, school principals, Religious Leaders.	20 June 2023
6.	Limpopo	Naboomspruit, Mookgopong Primary School	SGBs, Circuit manager, school principals, Religious Leaders.	21 June 2023
7.	Gauteng	Mfolo Apostolic Mission in Zion	Religious Leaders and members of the community	30 June 2023
QUARTER TWO (02)				
1.	Limpopo	Phalaborwa	Parents of Circumcision Initiates	14 July 2023
2.	Free State	Ficksburg Village	Religious Leaders & Initiation Activists	25 July 2023
3.	Free State	Senekel Village	Religious Leaders & Initiation Activists	26 July 2023
4.	Free State	Marquard Village	Religious Leaders & Initiation Activists	27 July 2023
5.	Free State	Clocolan Village	Religious Leaders & Initiation Activists	28 July 2023
6.	Mpumalanga	Shatale Circuit	SGBs, Circuit Managers, Religious Leaders, Educators	23 August 2023
7.	Mpumalanga	Agincourt Circuit	SGBs, Circuit Managers, Religious Leaders, Educators	24 August 2023
8.	Mpumalanga	Casteel Circuit	SGBs, Circuit Managers, Religious Leaders, Educators	25 August 2023

#	PROVINCE	AREA	AUDIENCE	DATES
QUARTER THREE (03)				
1.	Limpopo	Polokwane (SA HRC Dialogue), Bolivia Lodge	Dept. Of Justice, SA Chamber of Commerce, Municipal Officials, Traditional & Religious Leaders.	02 October 2023
2.	Gauteng	CRL Commission Boardroom (ICAMAGU Heritage Institute Seminar)	University students & Professor, Freedom Park Officials, PANSLAB, Traditional Organisations	19 October 2023
3.	Limpopo	Polokwane (SA HRC Dialogue), Park Inn by Radisson Hotels	Dept. Of Justice, SA Chamber of Commerce, Municipal Officials, Traditional & Religious Leaders.	20 October 2023
4.	Gauteng	CRL Commission Boardroom (Seminar with the Dept. of Education)	Dept. of Education Officials	25 October 2023
5.	Gauteng	SA Human Rights Commission Boardroom	Chapter nine (9) Institutions	26 October 2023
6.	Gauteng	Evaton (Kopanong Council of Churches)	Religious Leaders and Church Elders	23 November 2023
7.	Limpopo	Polokwane (SA HRC Dialogue), Park Inn by Radisson Hotels	Dept. Of Justice, SA Chamber of Commerce, Municipal Officials, Traditional & Religious Leaders.	29 November 2023
8.	Limpopo	Polokwane (SA HRC Dialogue), Park Inn by Radisson Hotels	Dept. Of Justice, SA Chamber of Commerce, Municipal Officials, Traditional & Religious Leaders.	30 November 2023
QUARTER FOUR (04)				
1.	Gauteng	CRL Commission Boardroom (Dialogue)	Dept. of Social Development, SAPS, Traditional Health Organisations	15 February 2024
2.	Gauteng	CRL Commission Boardroom (Mother-tongue Commemoration)	University students & Lecturers, Traditional Organisations	21 February 2024
3.	Gauteng	The Venue Country Hotel (Learners & Educators Camp)	Learners, Educators & Officials from the Dept. of Education	01 March 2024
4.	Gauteng	Evaton, Local Charismatic Church	Religious Leaders	01 March 2024
5.	Free State	Metsimaholo Local Municipality Boardroom	Municipal Officials	04 March 2024
6.	Gauteng	CRL Commission Boardroom	Dept. of Social Development, Traditional Health Organisations	11 March 2024
7.	Free State	Oranjeville, Metsimaholo Community Hall	Religious Organisations	13 March 2024

A number of challenges were raised during both the educational awareness campaigns and engagement. The challenges are listed below as follows:

i. Issues relating to Initiation Customary Practice

The issue of bogus Initiation Schools poses a serious challenge in which the intervention of the Commission is highly sought. There are gangsters around Gauteng that abduct children on their way from schools to bogus initiation schools. Communities are afraid to raise concerns as some are threatened to be killed. Some parents have resorted to accompanying their children to schools so that they are not abducted on the way. Some families of Maxeke Secondary School lost sons because of their refusal to join Tau-dia-rora initiation Gangster in Vaal. The Tau-dia-rora Initiation Gangsters forcefully takes boys to the initiation schools without the parents' consent. Some children at the initiation schools are bullied to death, especially in Gauteng on the Vaal side.

ii. Issues relating to Traditional Health Practices

During engagement with Traditional Health Practitioners and Awareness campaigns with communities, serious challenges were identified where children are exposed to traditional healing or spiritual schools at a very young age which amount to high rate of learners missing or dropping out of school to pursue their ancestral calling.

Children go through abuse when they are in initiation schools. The principals (Gobelas) of the schools sometimes are physical when exercising discipline to initiates, and give them physical duties that children would find difficult to execute. As a result, they undergo beating and are punished harshly. Some, mostly girls are even falling victims to sexual offences.

iii. Spirituality within school environment and the school governing bodies capacity in dealing with such

- School Governing Bodies and educators are not capacitated about spiritual matters; therefore, issues of religious and cultural tolerance are seldom discussed.
- A certain community indicated that there are some spirits that know the exam and test times. This is evident when such spirits manifest only during such times and not the other days of schools, and such matters disturbs the whole school and examinations.
- Some of the challenges identified are that there are so many children that fake the spirits, some join cults and continue to disturb teaching and learning as they would associate such behaviours with the ancestral callings.
- Learners are seen wearing religious attire at school and it causes a challenge as other learners and some teachers start to disassociate themselves with them. Religious tolerance seems to be lacking at schools and in some public institutions.

To some of the issues raised, the following recommendations were made:

- a) Visibility of the Commission in local communities to deal with all cultural, religious and linguistic comes highly recommended and the matter cannot be overemphasised.
- b) For the CRL Rights Commission to investigate the matter of initiation schools that have gangsters operating within their areas of jurisdiction.
- c) Committees that deal with initiation customary practice to be well equipped to assist the National Prosecuting Authority and the Mayoral Committee and South African Police Service in combating criminal activities within the customary initiation practice.
- d) The Commission to initiate a special investigative project to investigate abuse of culture and religion wherein young people are initiated and malpractice of the customary initiation practice on a broader scale.
- e) Documentation of African Traditional Religions was recommended in one of the seminars conducted as even the bible was documented on earth.
- f) In relation to some religions that disturb teaching and learning at schools, it was recommended that SGB forums be given a platform to influence the department of education's policies on school governance.
- g) It was also recommended that when a child is registered at a school, it should be made known to the school if the child has any issue that may need special attention.
- h) It was recommended that Pastors and Traditional Health Practitioners work together at schools.
- i) The school governing policies should be more accommodative and open to different cultural and religious matters, without showing favour or preference to the other.
- j) In relation to the matters of muthi killings by Northern Cape communities, it was suggested that more educational campaigns are still needed in the area.
- k) Regarding young children spiritual initiations, it was stated that young children have the inherent rights of dignity and health status. A child has a right to shelter, education, basic health and not to be exposed to exploitative child labour. These are factors to check when addressing the wellbeing of a child. When a child goes into any initiation a parent must sign a consent, furthermore, ensure the child's safety, and ensure that the child is not exposed to child labour and exploitation. In this case that would look at the duty's children are given at any cultural or traditional initiation school.
- l) It was further suggested regarding the issues that affect young children, there has to be some level of cross referencing, the department of labour can also look into the duties given to a child, if the duties are not child labour exploitation. Should that be established, a jail sentence can be imposed on those that expose children to child labour and exploitation.
- m) There should be an age restriction on children going into traditional healing training. The same principles that regulate the male customary initiation should be considered.
- n) It was recommended that the department of education needs to work closely with the Commission on matters of Culture, Religious rights in school.
- o) The department should also conduct educational programmes that would be focused on SGBs.

6.4 Programme 4: Research and Policy Development (RPD)

In the year under review, the Research and Policy Development Unit, in line with its strategic objectives, produced reports on:

- The Influence of Religion, Law, and Culture on Reconciliation in South Africa.
- Traditional Health Practitioners, Traditional Leaders, and the Contestation for Indigenous Knowledge.
- The Spiritual Exploitation and Abuse in the Traditional Healing Sector: THO Perspective.
- Assessing the Impact of legislation and Legal frameworks on the Practice and Expression of religious Beliefs in South Africa: A Study of the Perceptions and experiences of religious Communities.

The Influence of Religion, Law and Culture on Reconciliation in South Africa

Background

Pursuant of its mandate, which is hinged on the core values of “respect, developing peace (peace-making), friendship, humanity, tolerance, and national unity among and within cultural, religious, and linguistic communities based on equality, non-discrimination, and free association”, the CRL Rights Commission decided to hold a dialogue on the role of religion, law, and culture in deepening reconciliation in a post-apartheid South Africa. The idea of framing the dialogue this way was to allow the treatment of the role of religion, law, and culture to take account of the socio-economic and political context in which reconciliation or social cohesion is thrust and discussed in South Africa.

Objectives

1. To provide an opportunity for religious, cultural, and legal stakeholders to engage in a deep reflection and robust debate on the role of religion, culture, and law in fostering and promoting reconciliation in South Africa.
2. To propose an agenda for building a society that moves beyond the enduring divisions stemming from apartheid colonialism.
3. To address past injustices and foster unity in diversity through human connections and friendships that transcend race and gender.

Target and Impact

This dialogue was attended by 184 delegates representatives of the various religious leadership, cultural experts and practitioners, legal experts, and traditional leadership in the country.

Findings

1. The importance of Culture, Religion and Law for today

According to the delegates the contributory factors that the law, religion, and culture possess to enhance and promote reconciliation in an unequal society, involves addressing historical injustices and ensuring that land ownership is more equitably distributed. Additionally, the law can play a role in promoting cultural equality by recognising and protecting the rights of all cultures, ensuring that no culture is deemed inferior or superior to another.

Religion can contribute to reconciliation by fostering an environment of respecting one’s religious beliefs. Religion can also promote forgiveness, compassion, and understanding, which are essential elements in the reconciliation process.

2. Alternative Dispute Resolution

They advocated for communities to find alternative ways to resolve their cultural and religious disputes among themselves, rather than relying solely on the courts of law. This means addressing disputes within their specific contexts, for example entrusting cultural conflicts to cultural courts and traditional leaders for resolution.

3. Values of Integrity, Willingness, and Respect

The delegates emphasised that integrity, willingness, and respect are key value propositions that religion, law, and culture offer in contributing towards and building reconciliation. They then reminded everyone that these three elements are intended to bring people together and promote unity.

They emphasised that the significance of integrity, honesty, and self-giving as value propositions brought by religion, law, and culture to the reconciliation process, fostering trust and understanding. Furthermore, they highlighted the importance of the principle of Ubuntu, which embodies humanity and equality, in promoting reconciliation and building harmonious relationships among individuals and communities.

4. Diversity of Communities

The delegates recognised the importance of acknowledging and appreciating our differences in the reconciliation process, by acknowledging that everyone has their own unique cultural and religious background.

Recommendations

The delegates recommended that for true reconciliation to take place, the following must happen:

1. South Africans still need to be rehabilitated from their past apartheid trauma through a national cleansing ceremony.
2. The land redistribution, which is viewed by many as spiritual, must be sped up and given back to its proper owners.
3. All people must be empowered and included in the economy of the nation to pull people out of poverty.
4. The church must never abandon its primary mission of promoting peace and reconciliation through its social cohesion programmes.
5. There is a need for the decolonisation of the mind in as far as education, religion and the law is concerned.
6. The religious, cultural, and legal institutions must empower their communities through education to create things for themselves rather than be beggars.
7. Many tensions, like racism, fuel the status quo must be tackled head on.
8. The religious and cultural sectors should avoid settling their own differences in civil courts but among themselves using their own inter disputes resolution laws.

5. Traditional Health Practitioners, Traditional Leaders and the Contestation for Indigenous Knowledge

Background

The Traditional Health Practitioners and Traditional Leaders play significant roles within the African communities, particularly when dealing with issues of the preservation and transmission of Indigenous knowledge. Indigenous knowledge encompasses a rich and diverse range of practices, beliefs, and wisdom that have been passed down from one generation to another. This includes traditional medicine, healing practices, agricultural techniques, spiritual rituals, and ecological knowledge.

Traditional Health Practitioners are highly respected for being gifted with specialised knowledge and skills in traditional medicine and healing practices. They often serve as the primary healthcare providers, addressing physical and spiritual ailments of community members. Traditional Health Practitioners further play a crucial role in preserving and protecting practicing the local plants, natural resources, rituals, and cultural beliefs.

Traditional Leaders, on the other hand, are community leaders who hold positions of authority and influence within many African communities. They are responsible for making decisions, maintaining social order, and representing their communities in various contexts. Traditional Leaders often have intricate knowledge of their community's customs, traditions, and indigenous governance systems.

However, the relationship between traditional practitioners and traditional leaders is not always harmonious. There can be contestation and power dynamics surrounding the ownership, control, and transmission of Indigenous knowledge. In some cases, Traditional Health Practitioners may seek to exert control over traditional healing practices and be met by some Traditional Leaders who would restrict them access to indigenous places, either due to changing societal dynamics, external influences, or conflicts of interest. This sometimes led to tensions and conflicts within communities, as Traditional Health Practitioners would want to push back to maintain their roles and protect their knowledge.

The Objectives

- (i) To examine the roles and significance of Traditional Health Practitioners in their communities and how they preserve their indigenous knowledges.
- (ii) To examine the roles and influence of Traditional Leaders in the governance and decision-making processes about Indigenous knowledge.
- (iii) To explore the contestation and power dynamics between the Traditional Health Practitioners and Traditional Leaders in relation to the ownership and transmission of Indigenous knowledge.
- (iv) To assess the impact of contestation over Indigenous knowledge on cultural preservation, community well-being, and the rights of Indigenous communities.

Targets

Meetings were held with Traditional Councils and Traditional Health Practitioners:

- Hammanskraal in Gauteng at Matebele a Lebelo Traditional Council Offices
- Moletsi in Limpopo at Moletsi Moshate Traditional Council Offices
- Kwa-Mhlanga in Mpumalanga at Ndzundza Mabusa Traditional Council Offices
- Pietermaritzburg in KZN at Mpumuza Traditional Council Offices
- Langa in Western Cape at a Community Hall in Langa Zone 9
- Qwaqwa in Free State at Monontsha Traditional Council Offices
- Phela in Northwest at Bakwena ba Morare Tribal Council Offices
- Alice in Eastern Cape at Gaga Traditional Council Offices
- Manyeding Village in Northern Cape at Batlhaping Ba Ga Jantjie Traditional Council Offices

Findings

1. What is Indigenous Knowledge

There was a shared and consistent definition for the term "Indigenous Knowledge" across the provinces by the participants. The common understanding is that indigenous knowledge refers to the traditional, community-specific knowledge and practices that have been developed and passed down through generations. This knowledge encompasses a wide range of insights, including traditional wisdom, medicinal practices, agricultural techniques, cultural traditions, and spiritual beliefs that are deeply rooted in the diverse culture. Indigenous knowledge in South Africa is intimately connected to the historical and cultural heritage of the nation and plays a significant role in the identity and well-being of the cultural communities.

Indigenous knowledge is further understood as intertwined with culture and self-identity. It encompasses the wisdom, practices, and traditions that define an individual or community's cultural heritage and helps individuals understand their place within their cultural group. Indigenous knowledge is not only about practical skills and traditions; it is also a means of connecting with one's cultural roots and maintaining a sense of belonging and identity within the community.

2. Importance of Traditional Leadership

For many Traditional Leaders, mostly referred to as Umntanenkosi, Inkosi, Morena, Kgoshi, Kumkani, or Kgosi, hold a unique and significant position within their communities. They are seen as the custodians of communities, cultural practices, rituals, and customs. They play a significant role in preserving and promoting cultural heritage, ensuring that it is passed down to future generations. They are also entrusted with the responsibilities of protection and governance within their communities, unifying residents and fostering an atmosphere of peace and harmony among communities.

Another noteworthy aspect of traditional leadership is involvement in conflict resolution. Historically, traditional leaders have held a significant role in mediating and settling disputes within their communities through the utilisation of traditional courts. In the past, these traditional courts, under the guidance of traditional leaders, served as forums for resolving community conflicts. This traditional conflict resolution system earned the trust and respect of community members, with many expressing a preference for these traditional courts over the formal constitutional court due to their deeper understanding of customary and cultural matters. This highlighted the community's faith in the effectiveness and cultural sensitivity of traditional conflict resolution mechanism traditional leaders use.

3. The roles, practices, and significance of Traditional Health Practitioners

Traditional Health Practitioners in South Africa play diverse roles and hold a significant cultural and healthcare significance within their communities. Some of their roles, practices, and significance include:

- **Healing and Healthcare:** Traditional health practitioners revealed that they have healing abilities and extensive knowledge of traditional remedies and practices. They are also able to provide healthcare services to their communities, treating various ailments and conditions using herbal medicines, rituals, and other traditional methods which western medicines fail to cure. Traditional health practitioners often work in conjunction with modern healthcare providers, offering complementary and alternative treatments. In many cases, they address health issues that may not be effectively treated by Western medicine alone.
- **Cultural and Spiritual Guidance:** They often serve as spiritual leaders and cultural guides within their communities and to the traditional leaders. Traditional health practitioners play a vital role in preserving and transmitting cultural and spiritual practices from one generation to the next.
- **Counselling and Advice:** They offer counselling and advice to community members, addressing not only physical health but also spiritual and emotional well-being. People often turn to them for guidance on various life issues rather than medical doctors.
- **Rituals and Ceremonies:** Traditional health practitioners are central to many cultural ceremonies and rituals, such as initiation rites, healing ceremonies, and ancestral ceremonies, and conducting rain-making rituals during droughts in their communities. Traditional health practitioners stated that their involvement is crucial to the success and authenticity of these practices.
- **Preservation of Indigenous Knowledge:** Traditional health practitioners in South Africa hold a strong belief that they are custodians of indigenous knowledge alongside traditional leaders. They play a crucial role in preserving and transmitting this knowledge, and they provided examples of their expertise in utilising specific plants, remedies, and rituals. Indeed, traditional practitioners' 'deep knowledge of traditional medicine plants and their ability to pass this knowledge down through generations highlight their profound connection to and responsibility for safeguarding Indigenous knowledge within their communities. This knowledge is invaluable for the preservation of cultural heritage and the continued well-being of their communities, as it forms a vital part of South Africa's rich cultural and healing traditions.
- **Economic Contributions:** Their practices can contribute to the local economy. Traditional health practitioners may sell herbal remedies and offer services, thereby generating income for themselves and their communities.

4. The influences of the traditional leaders' decisions in as far as Indigenous knowledge is concerned

Many groups reported that traditional leaders play a significant role in the influence of decisions related to Indigenous knowledge. This is because their authority and position within their communities provides them with the capacity to shape and guide communities. Their influence can impact various aspects of Indigenous knowledge, including its preservation, transmission, and application in cultural and traditional practices. Additionally, traditional leaders often play a role in mediating disputes related to indigenous knowledge. They also play a role in safeguarding the environment and interests of their communities. They often oversee the preservation of traditional medicines and take an active role in the encouragement of educating younger generations about cultural practices, ensuring the continuity of indigenous knowledge and traditions.

The underlying power dynamics and contestation between traditional health practitioners and traditional leaders is about own practice, and transmission of Indigenous knowledge.

Majority of the group emphasised that there are no power dynamics between traditional health practitioners and traditional leaders, and they work together in peace and unity. In Limpopo, for instance, it was noted that traditional practitioners cannot establish initiation schools without the consent of traditional leaders, and they seek permission from traditional leaders for conducting rituals and access traditional medicine. This relationship is often expressed through the saying "ngaka ke ngwana wa kgoshi," which translates to "a traditional health practitioner is the child of a king." Throughout all the provinces, traditional practitioners conveyed deep respect for traditional leaders. In the Northwest province, it was observed that some traditional health practitioners lack a positive working relationship with traditional leaders, and their involvement in collaborative efforts is limited.

This highlights the mutual respect and cooperation that exists between these two groups, emphasising their shared roles in preserving and transmitting indigenous knowledge and contributing to the well-being and cultural heritage of their communities.

The contestation over indigenous knowledge impacts cultural preservation, community well-being, and the rights of indigenous community

It is reported that the contestation over indigenous knowledge could have a profound impact on cultural preservation, community well-being, and the rights of indigenous communities in South Africa. This contestation can either hinder or enhance these aspects, depending on how it is managed and resolved. The groups expressed positive relationships between traditional leaders and traditional health practitioners. It is important to acknowledge that in cases of friction or tension between these two influential groups, several challenges and consequences may arise such as:

1. **Cultural Preservation:** The participants mentioned that the struggle for control and ownership of Indigenous knowledge can lead to a loss of traditional practices and cultural heritage. When disputes arise and traditional practitioners or leaders are unable to freely pass down their knowledge, it threatens the preservation of cultural practices, rituals, and traditional medicine.
2. **Community Well-being:** Indigenous knowledge is often closely tied to the well-being of the community. Traditional practitioners, for instance, play a vital role in community health and spiritual well-being. Any disputes or power struggles that disrupt the practice of Indigenous knowledge can negatively impact the physical and mental health of community members. This can also lead to the loss of valuable healing practices that might not be replaced by Western medicine.
3. **Rights of Indigenous Communities:** Indigenous communities have the right to protect, preserve, and control their knowledge. When there is contestation or disputes over this knowledge, it can infringe on the rights of these communities. The ability to control and benefit from their traditional knowledge is a fundamental right, and any disputes that prevent them from doing so can have legal and ethical implications. Traditional health practitioners have expressed concerns about limited access to traditional medicines, particularly in the Western Cape, where they believe the government exerts strong control over their land and practices. They have described how this restriction has prompted some of them to travel to the Eastern Cape, as the government in the Western Cape discourages access to traditional medicines in the mountains.

Recommendations

Based on the information and insights gathered from the study on traditional health practitioners, traditional leaders, and the contestation for Indigenous knowledge, the following recommendations are made:

1. The department of Science and Innovation together with the department of Traditional Affairs should encourage the recognition of indigenous knowledge through promoting the recognition and protection of indigenous knowledge as an essential component of the South Africa cultural heritage.
2. The department should develop a legal framework that acknowledges and protects the rights of traditional health practitioners and traditional leaders in preserving and passing on Indigenous knowledge.
3. The department of Sports, Arts and Recreation should develop educational programmes and awareness campaigns that emphasise the cultural and medical significance of traditional healing practices and the role of traditional health practitioners in healthcare.
4. The Western Cape government in consultation with the traditional health practitioners should develop policies that balance conservation efforts with the preservation of cultural practices regarding restricted access to land for the collection of traditional medicines.
5. The traditional health practitioners and traditional leaders should develop an indigenous conflict resolution framework based on customary law which will address disputes related to cultural conflicts and customary issues.
6. The rural communities should be actively involved in processes related to the preservation and transmission of Indigenous knowledge. This can help ensure that their voices are heard, and their traditions are respected.
7. The Traditional council of Pella at the Northwest province should foster collaboration and cooperation with traditional health practitioners through consultations with relevant stakeholders in their communities.

The Spiritual Exploitation and Abuse in the Traditional Healing Sector: The THO Perspective.

Background

For many Africans, the traditional healing sector is an essential part of their lives. This is so as this sector offers healing and spiritual guidance to individuals seeking relief from physical, emotional, and spiritual ailments. However, as the sector grew, some concerns about spiritual exploitations, misuse of spiritual authority for personal gain, financial exploitations, use of social media during consultations, the portrayal of Traditional Health Practitioners (THPs) on television, abuse of initiates and other unethical practices foreign to the sector. Authentic THPs may find their reputations tarnished and their trust within the community eroded due to the actions of exploitative individuals. These wrong acts by some individuals resulted in THPs finding their reputations tarnished and their trust within the community eroded. This report aims to explore the phenomenon of spiritual exploitation and its impact on the traditional healing sector. By examining the prevalence and consequences of such exploitations, this study seeks to shed light on the challenges faced by Traditional Health Practitioners (THPs). This research targeted mainly members of the Traditional Healers Organisation, since they came forward and asked that they work together with the CRL Rights Commission on this project.

Research Objectives

- To identify and analyse different forms of spiritual exploitation prevalent in the traditional healing sector.
- To investigate the social and cultural factors that enable or perpetuate spiritual exploitation within traditional healing practices.
- To propose strategies for safeguarding the integrity of traditional healing and protecting vulnerable individuals from exploitation.

Target

The focus group meetings were held in:

1. Gauteng: Johannesburg -THO Head Office (50 THPs)
2. Northwest: Puana, Borakalalo (50 THPs)
3. Mpumalanga: Emalahleni (50 THPs)
4. Free State: Namibia, Bloemfontein (50 THPs)
5. Northern Cape: Pampierstad (50 THPs)
6. Kwazulu Natal: Pietermaritzburg (50 THPs)
7. Eastern Cape: Ikwezi, Umtata (50 THPs)
8. Limpopo: Tzaneen (50 THPs)

Findings

1. The importance and relevance of the traditional healing sector

The THPs maintain that the traditional healing sector plays a very important role in preserving the cultural heritage and traditional knowledge of communities. The sector serves as a source for time-honoured practices and beliefs, offering a holistic approach to health that encompasses not just the physical health but also the mental and spiritual aspects. Some community members turn to the THPs for healing, spiritual and life-related advice. The THPs offer a comprehensive approach to healing.

2. How is the traditional healing sector portrayed and perceived by members of the public.

The focus groups stated that they mostly have to deal with negative perceptions from the members of the public, with criticism directed at various aspects of their practices. There is a prevailing perception that some THPs prioritise financial gain over the well-being of their clients, and this further diminishes their public trust.

Due to accusations that some THPs have been caught with some body parts, members of the community have undermined the sector and frequently derogatorily labelled it as killers, witchdoctors or sometimes dismissed as bogus.

For many community members, scepticism still exists, particularly concerning issues of healing, safety and effectiveness.

Examples of Spiritual Abuses that THPs are aware of

Financial Exploitation

Some THPs have noted that certain practitioners charge excessive fees or require repeated payments, thus exploiting the client's desperation. They further explain that this places a heavy financial burden on individuals or families in need of assistance. Additionally, THPs often charge steep prices for initiation ceremonies, impacting those with a genuine calling, as they might fall ill or even die because they cannot afford the costs of the initiation process.

Emotional Manipulation

It was reported that some THPs manipulate clients' emotions to control or influence their behaviour. This involves instilling unnecessary fear or guilt, claiming that harm will come their way unless their clients follow specific instructions or rituals, or asserting that a problem is due to a curse or spiritual attack requiring expensive or ongoing treatments. Some THPs even threaten their learners, and they are told that if they leave before they finish the process, they might lose their mind or die.

Some THPs misuse their authority by enforcing strict control over their clients, discouraging them from seeking other medical opinions, or separating them from their family and friends.

It was even suggested that in some cases when trainees share their dreams or messages from their ancestors, some Gobelas, would often ignore or reject these instructions, preferring to dictate their own approach rather than adhering to the learners' ancestral guidance.

Physical Abuse

Some individuals who have undergone traditional healing have reported experiencing physical abuse from their Gobelas, there have been reported cases where traditional healing practices have resulted in serious injury or even death, often due to unsafe methods or the use of harmful materials. THPs have pointed out that certain Gobelas resort to physically violent means, such as beating, as a form of discipline or correction during the initiation process. This behaviour not only harms the individuals but also casts a negative light on traditional healing, raising concerns about the safety of these practices.

Sexual Abuse

There have been some reports of male THPs engaging in sexual misconduct or harassment to their female initiates. This misconduct includes inappropriate advances, unwanted touching, or coercion of initiates into sexual acts, creating an **environment that is not** only unsafe but deeply traumatising for the victims.

False Diagnoses and Misleading Information

Certain THPs offer inaccurate or deceptive diagnoses, attributing a person's health issues to supernatural causes without any factual basis. In some cases, this has resulted in patients neglecting proper medical care or fuelling groundless fears and superstitions.

Misuse of Social Media

The mainstream media and social media many at times portray the wrong idea about THPs. Sometimes platforms are misused by bogus or sometimes genuine THPs for consultations with their clients.

Recommendations

1. The Traditional Health Practitioner's Council

- The Traditional Health Practitioner's Council must enforce a Code of Conduct which outlines the process and recourse about the sector and the signing of this Code of Conduct should be made compulsory for all THPs in the country.
- The Council should ensure that all THPs are registered and belong to a particular organisation.
- The Council should conduct regular workshops with members of the community to enlighten them about the THP sector.
- The Council should establish counselling services, to which the initiates could be referred to in cases of suffering from abusive psychological trauma and abuse.

2. Department of Health

- There is an urgent need for an MOU between the Department of Health and THPs to facilitate patients' referrals between themselves.

3. Traditional Councils

- There is a need for all THPs, especially those that operate in the jurisdiction of the Traditional Leaders, to register with their local Traditional Councils so that the Traditional Leaders could know who they are and who operates in their areas.

4. South African Police Services

- All criminal activities, committed under the guise of traditional healing, must be reported to the South African Police Services.

5. Department of Communications

- The Department should put measures in place that will limit the abuse of social media usage in as far as the practice of traditional healing is concerned.

Assessing the Impact of Legislation and Legal frameworks on the Practice and Expression of Religious Beliefs in South Africa: A Study of the Perceptions and Experiences of Religious Communities Survey Report

Background

In the Constitution of the Republic of South Africa, Section 15, every individual is guaranteed the right to freedom of conscience, religion, thought, belief, and opinion. This provision is intended to create an inclusive and tolerant society where the practice and expression of religious beliefs can flourish without discrimination or prejudice. However, some religious communities in South Africa suggest that there are challenges and concerns regarding the practical application of these constitutional rights. They have expressed apprehensions about the impact of legislation and legal frameworks on their ability to practice and express their beliefs freely. These concerns have prompted the need for a snap survey to understand the issues at play and how they affect religious freedom.

Survey Objectives

The primary objectives of this survey were:

- To evaluate how South African legislation and legal frameworks impact on the ability of religious communities to freely practice and express their beliefs.
- To explore the perceptions and experiences of religious communities concerning discrimination, hate speech, and the right to religious freedom.
- To identify factors and challenges that influence these perceptions.

Responses

The research survey elicited responses from both individual participants and religious organisations, resulting in a total of 1050 individual responses and 181 from religious entities. The respondents' designations included pastors, senior pastors, church executives, some individuals and Bishops.

Survey Respondents

People from different Religious Affiliations that Responded to the Survey

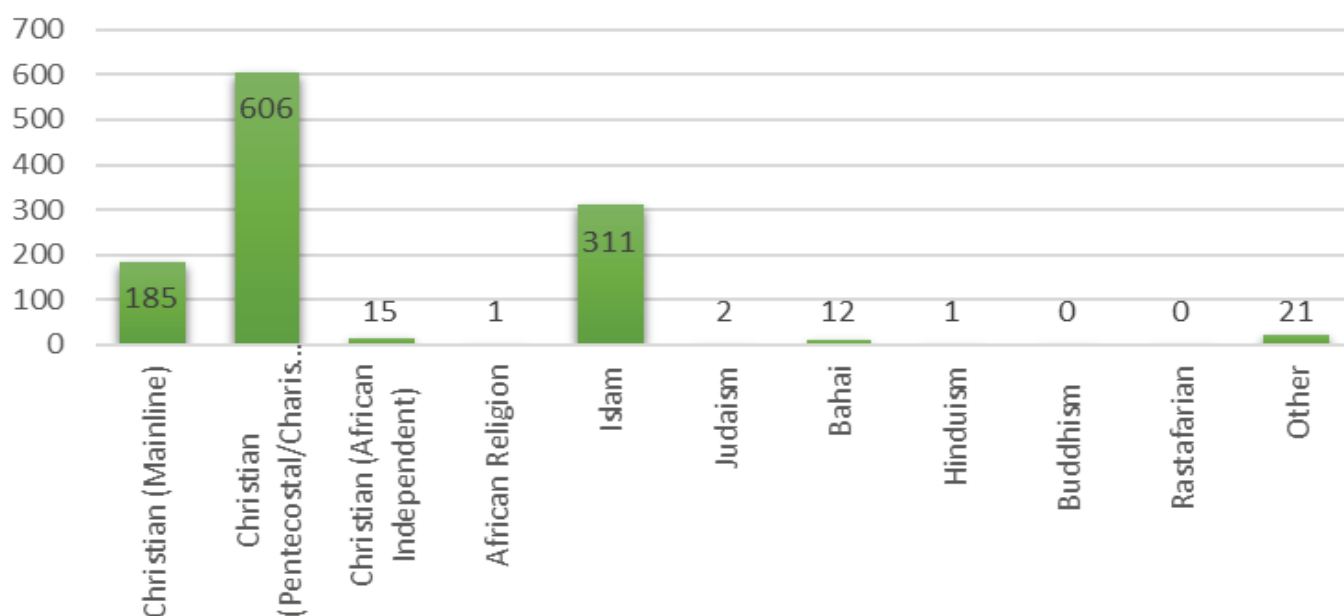


Figure 6: Survey Respondents

The majority respondents to the survey were from Christian Pentecostal/Charismatic and Islam.

Response to the Question of Regular Attendance of Religious Services or Celebrations

Respondents who attended religious service or celebration within the past months

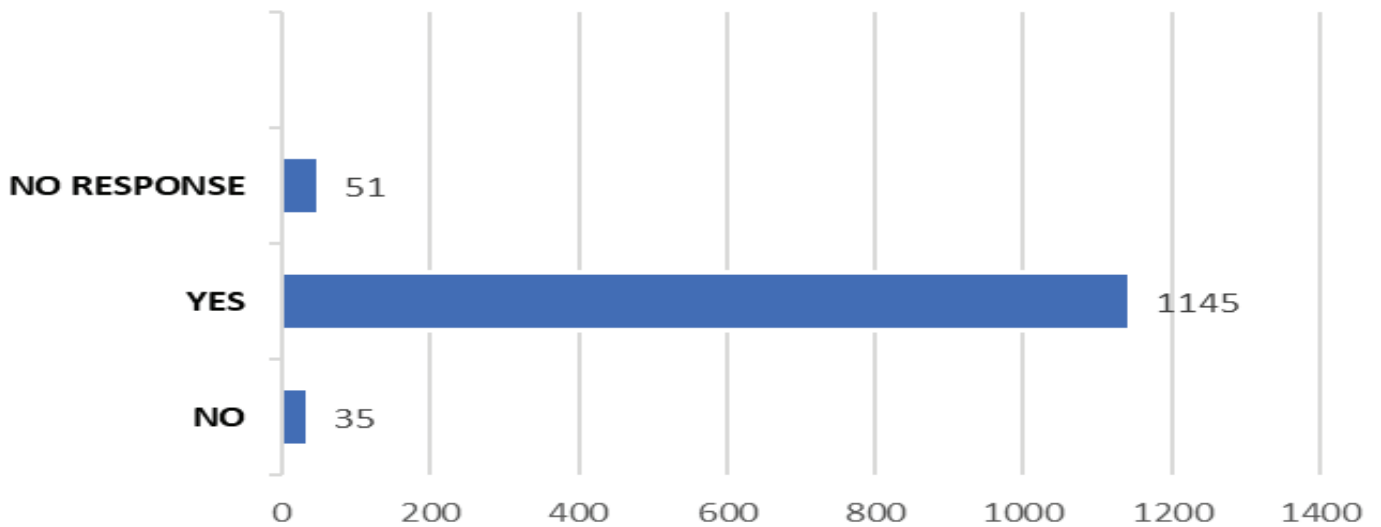


Figure 7: Religious attendees

Among the surveyed participants, it was observed that 1145 individuals actively partook in religious services or celebratory events, 35 respondents conveyed their non-participation, and 51 participants did not respond to the questions.

Response to the Question Whether They Think that Religious Freedom, Rights and Responsibilities are Respected

Are rights and responsibilities to freedom of religion as guaranteed by Section 15 of the South African Constitution properly considered, respected and protected in current existing government policies and or legislation

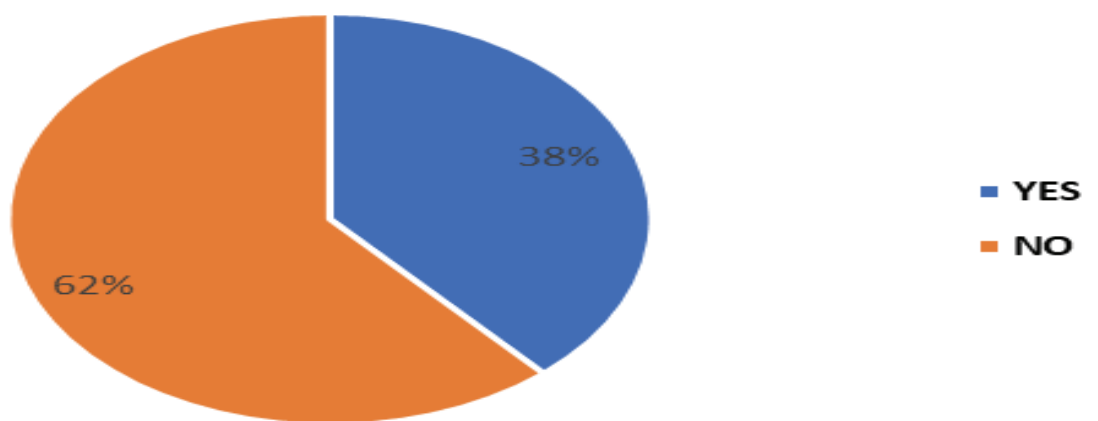


Figure 8: Consideration, respect and protection of rights and responsibilities

The analysis of survey responses indicates a notable division in perceptions regarding the consideration, respect, and protection of rights and responsibilities to freedom of religion as guaranteed by Section 15 of the South African Constitution. Among the respondents, 454 individuals expressed the belief that their rights were carefully considered in existing government policies and legislation, while a larger contingent of 726 respondents believed otherwise.

Response to the Question Whether they think that there is Respect of Different Religions and Beliefs by the State

Do you think that your religion, beliefs and conscience are equally respected and protected by the state, in comparisons to the other equality rights in section 9 of the Constitution (race, gender, sex, sexual orientation, age, disability etc.)

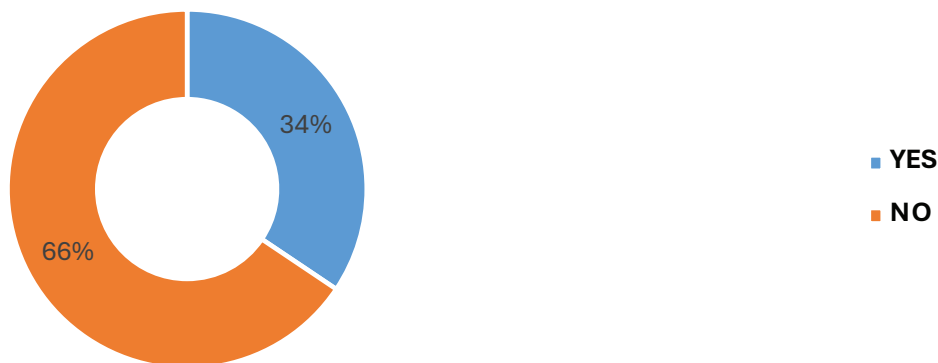


Figure 9: Respect of Different Religious Beliefs by the State

Within the Islamic community, a considerable proportion of those who felt their religious rights were not adequately considered raised concerns about the lack of recognition for Muslim marriages and divorces in accordance with Islamic Law. Criticism was also directed towards the perceived imposition of the Muslim Marriages Bill, with respondents expressing resistance to what they perceived as interference with their religious beliefs, particularly in matters related to marriage and gender norms. Issues such as the hijab ban for nurses and restrictions on the call to prayer were cited as further evidence of perceived infringement on religious freedoms.

Additionally, respondents expressed concerns about the Equality Act's fairness test, asserting that it does not adequately safeguard religious freedom during instances of discrimination, potentially leading to biases against religious individuals and entities. Some respondents went as far as to condemn the introduction of unisex toilets, viewing it as a violation of their rights and expressing dismay at the perceived influence of LGBTQI+ issues on young children.

In the Christian community, respondents conveyed a sense of discontent with the perceived lack of recognition for the authority of the Bible by the government. Concerns were also raised about the perceived imposition of LGBTQI+ rights, with objections to the approval of same-gender marriage based on the belief that it could lead to confusion among the younger generation regarding moral values.

Criticism was directed at the Marriage Bill, with respondents expressing dissatisfaction over its gender-neutral language and perceived impact on the traditional definition of marriage. The sentiment was that monogamous, heterosexual marriage could be compromised with the implementation of the proposed legislation.

In summary, the analysis reveals diverse perspectives within religious communities regarding the alignment of government policies and legislation with the constitutional guarantee of freedom of religion, highlighting specific concerns and objections related to marriage, gender norms, and the perceived influence of certain social issues on religious freedoms.

Response to the Question Whether They Think that They are Free to Express, Celebrate and Embody Their Religious Beliefs in Public

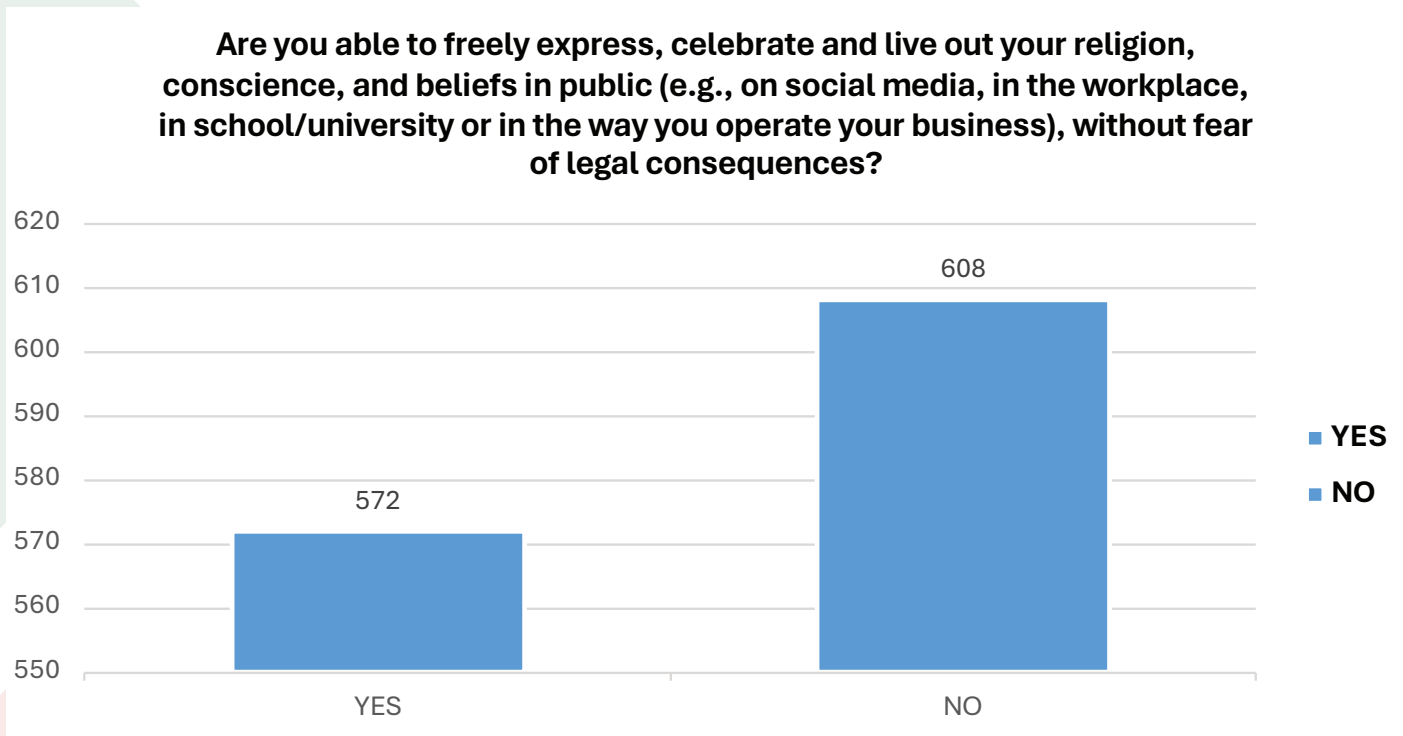


Figure 10: Freedom of Expression

Regarding freely expressing, celebrating, and embodying one's religious beliefs, conscience, and values in public, 608 respondents provided a negative response, while 572 respondents affirmed the ability to do so. Individuals from diverse religious backgrounds, including Christians, Muslims, and Bahai, shared a common sentiment that they feel constrained in expressing their thoughts and often face threats of legal action for expressing their beliefs. Christian pastors noted instances that their sermons were subjected to censorship and restrictions on platforms like Facebook and YouTube.

The perceived risks associated with the Hate Speech Bill and the Equality Bill were highlighted, with respondents expressing the view that other rights take precedence over religious rights.

Some respondents also noted a sense of disregard for their opinions by religious groups, particularly during the COVID-19 pandemic. A pastor articulated the feeling of intimidation in sharing Christian opinions on social media, due to concerns about intimidating minority groups with religious views.

The Muslim community reported feeling labelled as extremists when expressing their religious perspective on homosexuality, contributing to a perceived inability to freely live out their religion in public.

Some respondents felt that other rights are prioritised over religious rights, with a pastor stating, " I always feel intimidated to voice my Christian opinion on Social Media, not because I am afraid, but because minority groups are intimidated with my Jesus".

Response to the Question Whether They Have Experienced Discrimination Based on Religion, Conscience and Belief

Do you believe that you have been discriminated against (i.e. imposed a burden upon, disadvantaged or lost out on benefits, opportunities or advantages), because of living out and/or expressing your religion, conscience and beliefs in public?

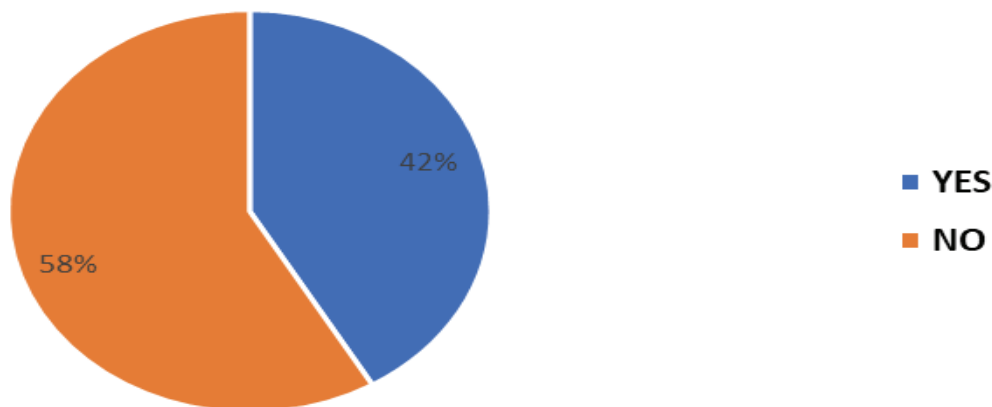


Figure 11: Discrimination

Respondents who perceived discrimination based on expressing their religion, conscience, and beliefs in public comprised 490 individuals affirming such experiences, while 690 respondents indicated they had not encountered such discrimination.

Seventh-Day Adventists voiced concerns about exclusion from activities exclusive to Saturdays, lacking alternative events on other days, and reported instances of funding loss linked to their religious affiliations. Others reported loss of funding due to religious affiliations.

Atheists, on the other hand, often choose to conceal their beliefs, refraining from correcting assumptions about their religious stance until they assess the safety of expressing or living their beliefs in specific public spaces.

Response to the Question Whether They Think that Can Raise their Children According to Religious Values, Faith, and Beliefs

Do you believe that you are able to raise your children according to your values, faith, and beliefs without interference from current Government policies, legislation, guidelines or litigation?

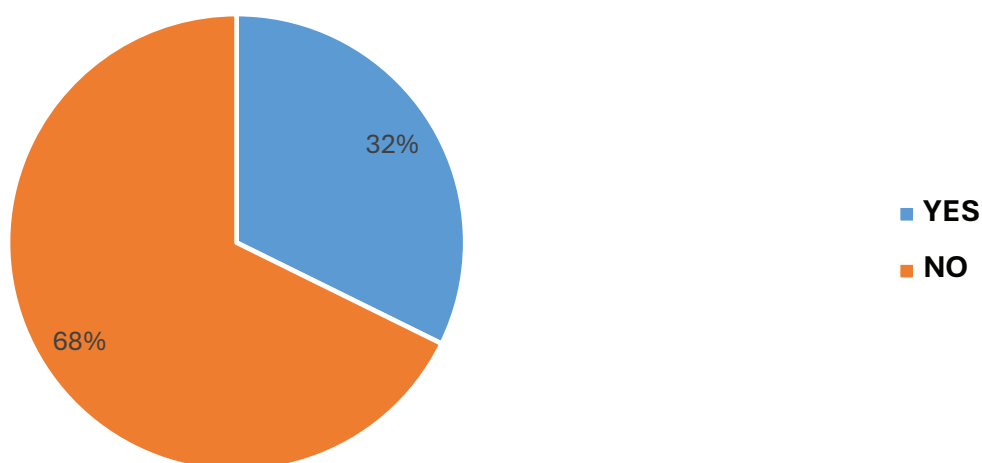


Figure 12: Raising children according to own beliefs

Most respondents expressed the belief that they are unable to raise their children in accordance with their values, faith, and beliefs without interference from current government policies, legislation, guidelines, or legal actions. Only a few, totalling 381, believe they can navigate this without hindrance. Christians, for instance, expressed that their biblical values, emphasising the importance of training up a child in a particular way, clash with existing legislation that prohibits any form of abuse towards women and children, restricting their ability to discipline their children. Some individuals recounted instances where disciplinary actions led to jail time.

Within the Islamic and Muslim community, concerns were raised about certain school curriculum materials that present a singular viewpoint, particularly regarding LGBTQI+ matters. A specific example mentioned was a chapter titled "Myths about LGBTI people" within a document titled "Challenging Homophobic Bullying in Schools," which included the statement "Being LGBTI is against my religion" as a myth. Members of this community argued that such content marginalises their deeply held religious beliefs and finds it offensive.

Additionally, the Department of Basic Education's policy on Learner Pregnancy, which introduces a Comprehensive Sexuality Education program, is perceived by many religious parents as not aligning with their values. These parents express concerns about the content and approach of the program, asserting that it overlooks the importance of preserving the morals and values inherent in religious groups.

Response to the Question Whether They Think that Individuals or Religious Organisations Responsibility Exercise their Religious Freedom and Rights

Do you think individuals and/or religious organisations demonstrate responsibility when exercising their religious freedom and related rights?

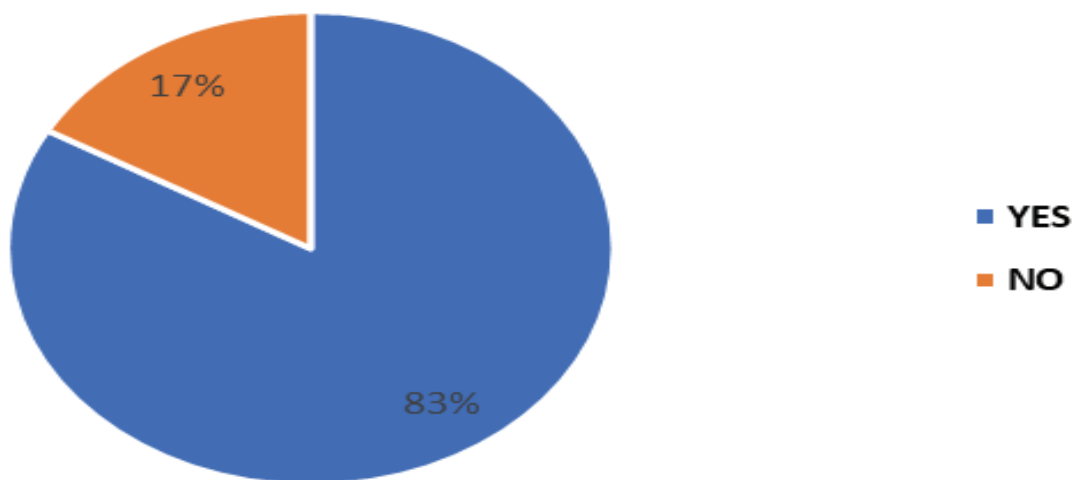


Figure 13: Responsible religious freedom

To this question, 983 individuals affirmed, while 197 individuals opposed, the notion of whether religious organisations and individuals demonstrate responsibility when exercising their religious freedom and related rights. Those who disagreed cited concerns that not all religious leaders demonstrate ethical or responsible leadership. And in such instances, they welcome government interventions to address these issues. Some critics pointed out that many African church leaders use the perceived collapse in government integrity as an excuse to exploit their members for personal gain. The predominant positive responses suggest a widespread perception that religious entities prioritise ethical and responsible conduct within the realm of religious practices and expressions of faith.

Response to the Question Whether They Think that there is Sufficient Education Around Religious Responsibilities

Do you think there is sufficient education around the responsibilities of individuals and/or religious organisation in exercising their religious freedom and related rights?

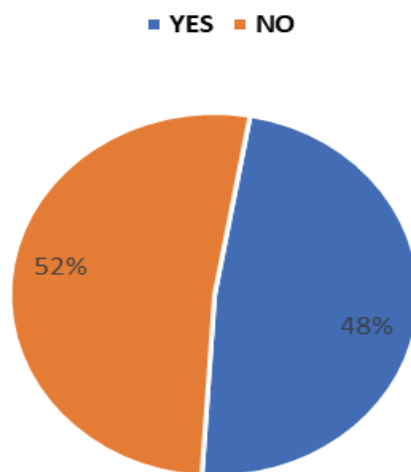


Figure 14: Religious responsibilities

The survey results reveal a balanced distribution of opinions, with 569 respondents affirming and 611 respondents disagreeing to question of whether there is sufficient education around the responsibilities of individuals and/or religious organisation in exercising their religious freedom and rights. This difference highlights a balanced and diverse range of opinions on the adequacy of current educational efforts in this regard.

For those who responded negatively, their reasons include advocating for government-sponsored seminars with religious groups, the establishment of governing bodies to facilitate communication between religious organisations and the government, and the necessity for government consultation with major religious bodies and organisations before proposing or adopting legislation related to various aspects such as education, marriage, death, family matters, finances, and estates. These suggestions underscore a call for more collaborative and consultative approaches between the government and religious entities to enhance education and promote a clearer understanding of the responsibilities inherent in exercising religious freedom and rights.

Recommendations

Given that this was a snap survey, we recommend that proper scientific research should be done to better understand the reasons behind this survey. Again, we recommend that strategies should be developed to hear the points of view of other religious groupings in the country.

6.5 Programme 5: Communication, Marketing IT and Linkages (CMIL)

Introduction

This narrative report highlights activities and projects executed by the Communication, Marketing, IT and Linkages department during the period of 01 April 2023 to 31 March 2024 financial year.

Media analysis reports

The monthly media analysis reports for the period under review showed that the Commission sustained a positive media coverage across the print, online and broadcast media.

Mainstream and Social Media

First Quarter activities in support of other departments

- CRL Rights Commission presented its investigative report on the equitable treatment of all official languages and the need for the marginalised ones to be accordingly elevated.
- The CRL Rights Commission celebrated the diversity and potential of the African continent. Reflecting on the challenges and achievements by the people of Africa,
- CRL Rights Commission attended an open day and exhibition for the community at the George Goch, Benrose, an event organised by the Gauteng Office of the Premier.
- The CRL Rights Commission visited Afrikaans language Taal Museum in the Western Cape. The reason for the visit was to enlighten the Commission about the Taal Museum.
- The Commission exhibited at the 2023 Africa Month Commemoration Event hosted by Action FRO conflict Transformation. The purpose of the event was to promote social cohesion, the exchange of ideas and perspectives on the factors that drive migration from African countries to South Africa

Media advisories/statements issued by the Commission

- 19 April 2023 - Media invitation to the national customary initiation indaba hosted by the CRL Rights Commission on 24- 26 April 2023 at Birchwood hotel, Ekurhuleni, Gauteng.
- 17 May 2023 – A media briefing on the presentation of an investigative report by the Commission focusing on the equal treatment of all official languages and the need to address the marginalisation of others.
- 26 June 2023 – Media invitation to the CRL Rights Commission dialogue on the role of religion, law, and culture on reconciliation in a post-apartheid South Africa.

The Commission's Facebook and Twitter

- Facebook – 13400 likes
- 13000 people following the CRL Facebook page.
- Twitter has 2,374 followers with 10 updates posts.

Second Quarter activities in Support of other departments

- 12 July 2023 -The Commission was meeting with the Deputy Governor of the Reserve Bank, Mr Kuben Naidoo, and his team on the concerns related to the bank notes which was raised by the Tsonga community on social media and other media platforms.
- 13 July 2023 - Media invitation to the launch of the Commission's investigative report in respect of Kwasizabantu Christian Mission after it received some complaints about the Church.
- 14 July 2023 – The Commission was having a joint event with the office of the Speaker from the Setsoto Local Municipality in the Free State, addressing the theme: cultural and religious tolerance within the school environment. Key stakeholders in attendance were SGBs, members of the Department of basic education, parents, religious leaders, and cultural practitioners.
- 02 August 2023 – The Commission hosted a meeting with the Ministerial Committee on the Efficient Management of the annual Hajj and Umrah Pilgrimages. The committee was led by its Chairperson Ambassador Ebrahim Rasool and Ambassador Suliman and the Department of International Relations and Cooperation.
- 11 August 2023 - The Commission's Research and Policy Development unit was conducting research on "Traditional Healers, Traditional Leaders, and the Contestation for Indigenous Knowledge.
- 24 August 2023 -The CRL Rights Commission hosted the Kenya National Commission on Human Rights, an institution oversighted by the Constitutional Implementation Oversight Committee of the National Assembly of Kenya. The purpose of this study tour was to benchmark, exchange ideas and lessons in respect of the kinds of activities and projects undertaken to promote and realise the Bill of Rights.
- 25 August 2023 - The Commission's Public Education and Engagement unit in partnership with Department of Education conducted an engagement on issues of spirituality in Hazyview, Mpumalanga.
- 15 September 2023 - A dialogue organised to celebrate South African Sign Language as the 12th official language. This project was done in partnership with CRL Rights Commission, SABC, PanSALB and DEAFSA.

Media advisories and statements issued

- Media statement issued by the Commission in respect of the slaughtering of animals as a cultural or religious practice.
- Media invitation to the launch of the Commission's report about the injuries suffered by about 292 young men at an initiation school in Phalaborwa.
- Media statement issued by the Commission applauding the work of the South African Police for closing down an illegal initiation school in Kutupu village, Limpopo.
- A message of condolence on the passing of the honourable Prince Mangosuthu Buthelezi, the traditional Prime Minister to the Zulu monarch and nation.
- Media invitation to attend a presentation of the investigative report by the CRL Rights Commission in relation to Kwasizabantu Christian mission.
- A media statement issued by Commission welcoming the recognition of the South African Sign language as the country's 12th official language.

The Commission's Facebook and Twitter pages

- Facebook has 13400 likes.
- 13000 people following the CRL Facebook Page.
- Twitter has 2,379 followers with 10 updates posts.
- CRL follows 1,611 Accounts.

Third Quarter activities in Support of other departments

- 25 October 2023 – The Commission and Gauteng Department of Education were conducting a seminar on the Promotion and Protection of Cultural and Religious Rights within the School Environment – A Community - constitutional perspective.
- 30 November 2023- The Commission exhibited at the Alexandra Mall at an event organised by the Gauteng Office of the Premier with a purpose of reaching out to and sharing information with the community in that area.
- 11-15 December 2023 - The Commission exhibited at the Mapungubwe Arts Festival in Polokwane, Library Gardens where the Communities around Polokwane were invited to visit the stall to get information about the Cultural, Religious and Linguistic rights of communities.

Media advisories and statements issued

- 10 October 2023 – Media statement issued by the Commission in response to the attacks on the lives of people at the places of worship.
- 18 October 2023 - Media invitation to the launch of a project - "redefining and contextualising African/black liberation theology from an African Traditional perspective hosted by Icamagu Heritage Institute and the CRL Rights Commission
- 19 December 2023 - Media statement issued by the Commission in respect of the deaths of initiates in the eastern Cape.

The Commission's Facebook and Twitter

- Facebook has 13400 likes.
- 1308 people following the CRL Facebook Page.
- Twitter has 2,422 followers with 12 updates posts.
- CRL Twitter follows 1,608 Accounts.

Fourth Quarter activities in Support of other departments

- 18 January 2024 - The Commission held a meeting with the National Initiation Oversight Committee to discuss the challenges on the deaths of initiates.
- 29 January 2024 - The CRL Rights Commission and SA Human Rights Commission jointly launched investigative reports respectively regarding the 2021 July unrest which took place in KwaZulu Natal.
- 14 February 2024 -The Commission in partnership with Traditional Healing Organisation conducted a research programme on spiritual abuses and exploitation happening in the traditional healing sector at the Msunduzi Municipality Hall in Pietermaritzburg.
- 21 February 2024 - The Public Education and Engagement conducted a dialogue on international mother tongue language - a diminishing heritage which is expected to preserve self-determination and free expression of self.

Media advisories and statements issued

- 26 January 2024 Media Invitation to the CRL Rights Commission and the South African Human Rights release of their respective reports related to the July unrests.
- 05 February 2024 - Media Advisory related to the research unit conducting a programme on spiritual abuses and exploitation happening in the traditional healing sector in Tzaneen, Limpopo
- 20 February 2024 - Media Advisory related to the Commission's research unit conducting a programme on spiritual abuses and exploitation happening in the traditional healing sector in Pietermaritzburg, KZN.
- 28 March 2024 - Media statement issued by the CRL Rights Commission regarding the ongoing attacks/killings at the places of worship.

The Commission's Facebook and Twitter

- Facebook has improved and gained new followers.
- Facebook has 13400 likes.
- 13000 people following the CRL Facebook Page.
- Twitter has 2,374 followers with 10 updates posts.

Marketing Activities

Exhibitions and their purpose

The Communication and Marketing Unit is expected to identify and create opportunities to raise the Commission's profile. To realise this goal, the Unit is expected to continuously explore opportunities to raise awareness at exhibitions as well as to provide support to the other programmes in the Commission during their respective project implementation or events. For that reason and through these exhibitions the department can raise awareness that contributes to the promotion of cultural, religious, and linguistic rights of communities. In addition, these activities are supported by sharing information with communities through direct engagements or distribution of publications such as the Commission's publications such as the Newsletter, the CRL Act no 19 of 2002, Information Card, Complaint Form, Community Councils Registration Form, etc.

Exhibition activities

- 26 May 2023 - exhibited at the Open Day Programme in George Goch Stadium, Benrose, an event organised by the Office of the Premier of Gauteng.
- 31 May 2023 - exhibited at Africa Month Commemoration held in Alexandra and organised by ACTION Support Centre (ASC). ASC is a non-profit organisation that seeks to promote social cohesion and peaceful co-existence, working in the field of conflict and development.
- This event was envisaged to provide an opportunity to celebrate the rich cultural heritage and diversity of the African continent while also addressing some of the challenges it faces. The primary focus of the event was on migration and allowing a debating format /engagement among the panellists. There were eight South African youth who had adopted eight African countries, namely Mozambique, Zimbabwe, Ethiopia, Somalia, Lesotho, Nigeria, Democratic Republic of Congo. The reason the countries were adopted was to make a case as to why citizens from these countries migrate to South Africa. Furthermore, this event was organised as a platform for youth engagement and empowerment, fostering cultural exchange, and promoting a deeper understanding of migration as a complex phenomenon.
- 08 July 2023 - exhibited at the Coronation Ceremony of Kgoshi Nchaupe III Makapan in Northwest, Makapanstad.
- 29 September 2023 – exhibited at the Coronation of Kgoshi Makgope Seloane III in Limpopo, Malatane.

- 13 October 2023 - exhibited at the Open Day organised by the Gauteng Office of the Premier at Kagiso Ext 12, Taxi Rank.
- 29 November 2023 - exhibited at the Open Day organised by the Gauteng Office of the Premier at Alex Plaza, Alexander
- 11-15 December 2023 - exhibited at Mapungubwe Arts Festival organised by Department of Arts and Culture in Limpopo, Polokwane at Library Gardens.
- 13 February 2024 - exhibited at the Open Day organised by the Gauteng Office of the Premier at Sangweni Taxi Rank – Tembisa with 105 people who were willing to register their details in our visitors register.
- 15 February 2024 - exhibited at the Open Day organised by the Gauteng Office of the Premier at Thabong Mall – Sebokeng with 46 visitors who were willing to register their details in our visitors, register.

Further Support services provided for:

- Research & Policy Development
- Public Education and Engagement
- National Initiation Indaba April 2023

The Quarterly Events Calendar

The Unit has continued to populate and update the CRL Rights events calendar as well as shared the calendar through the MS Teams platform.

Information Technology

Providing continuous support for Applications

The Commission has appointed external consultants to provide full support for its applications, however, IT does provide some support for these applications inclusive of Sage evolution, payroll. The following tasks were executed:

- Reset of passwords for users
- Configure backups for sage evolution and payroll
- Monitored backups for sage evolution and payroll according to schedules
- Troubleshoot errors for sage evolution log on
- Installed sage evolution
- Payroll and sage evolution server installations
- Grant consultants' access to sage evolution and payroll servers
- Granted VPN access for consultants to access the servers
- Facilitated the process of granting HR personnel system administration rights on payroll

Continuous support for the Commission's network

IT continued to provide support for servers, and the network in the commission. This includes installing updates on the servers, ensuring availability of the internet to all users in the commission. The following tasks were executed:

- Setting up VPN for users
- Monitoring the running of servers and office 365 backups according to schedules
- Installation of windows updates on all servers
- Installation of Trellix antivirus software on all servers
- Monitoring Trellix antivirus software on all servers

Continuous support for Microsoft 365 applications

- Troubleshoot synchronisation errors on azure Active directory
- Provided continuous support for emails
- Installed all required office 365 applications for users
- Renewed office 365 software licenses

Provide support for Printer equipment

- IT attended to all logged printer faults
- Installation of printers for users
- Issued toners as per requests
- Procured toners for Toshiba MFPs

Website support and maintenance

- Quality testing of the website using website review checklist developed according to user requirements.
- Facilitated the process of taking the website live working with the service provider
- Uploaded gallery pictures on the website
- Added the POPIA Compliant disclaimer on the website
- Uploaded warning about CRL tender scam
- Facilitated the process of taking migrating the website to outsourced CRL hosting
- Uploaded new complaint form with POPIA compliant disclaimer on the website
- Uploaded additional reports on the website.
- Updated the events calendar for the month of November 2023
- Uploaded Media statements on the website
- Attends monthly report meetings with the service provider
- Uploaded the phoenix report on the website
- Uploaded annual report
- Uploaded Protocols on graves

Other Activities

- Continuous general IT support for users
- Assisted with procuring SMS credits for sending of notification SMS for the RPD Religious survey
- Provided information for internal auditors to perform audit reviews
- Held meetings with service providers regarding services that the unit is looking to acquire as per the operational plan
- Created DNS record for website during its development.
- Attended the ICT governance committee meeting and presented the IT report
- Repair of laptops

- Developed and reported IT Infrastructure budget projections for regional offices
- Worked on active directory findings from the audit report.
- Procured bandwidth upgrades from 100 to 200 mbps
- Created shared folder for PEE to access community council's database
- Created online fraud risk questionnaire for office of the CFO.
- Posted the link for the survey on the website for access to the public.
- Uploaded community council registration forms on the website
- Worked on website updated with the appointed service provider.
- Renewed Trellix (McAfee) antivirus license
- Assisted with procuring SMS credits for sending of SMS for the initiation Indaba.
- Dealt with failed backup jobs and ensured that they are rerun.
- Worked on the budget to reprioritise as per the Operational plan.
- Procured Epo installation services.
- Setup and provide support for hybrid meetings.
- Dealt with telephone line issues.
- Provided internal auditors with information for audit reviews.
- Created, setup and tested email for RDP unit.
- Created a survey platform for the RDP unit for their religious research project.
- Posted the link for the survey on the website for access to the public.
- Conducted workshop on IT remote support for working from home staff members.
- Serviced air conditioners in the server room.
- Dealt with telephone line queries raised by users.
- Installed Time Management System for call records.
- Created online risk management maturity questionnaire for office of the CFO.
- Upgraded laptops from windows 10 to windows 11 operating system.
- Provided support for work from home users.
- Serviced the gas suppression system in the server room.
- Renewed software licenses (Sage evolution, payroll and CaseWare)
- Resolved failed backups on storvault.
- Procured laptops.
- Procured firewall system.

IT Projects

PROJECT/S	STATUS	Estimated cost	Estimated completion time
Microsoft office 365 software license renewal	Completed	R626 775.52	First quarter
Firewall	Completed	R127 000.00	Fourth quarter
Gas suppression service maintenance 3year contract	Completed	R35 507.40	Second quarter
Renewal of McAfee antivirus software	Completed	R 98 133.81	First quarter
McAfee Epo server installation and deployment of the agent	Completed	R78 557.88	Second quarter
Internet services fibre upgrades	Completed	R36 800.00	Second quarter
Procurement of Laptops	Completed	R126 000.00	Fourth quarter
Renewal of Software Licenses (Payroll, CaseWare and Sage Evolution)	Completed	R295 006.82	Fourth quarter
Jarrison time server Installation	Completed	R3 500	Fourth quarter

7. Performance Information tables

Programme 1: Administration: Organisational Development and Support Services								
Outcome	Output	Output Indicator	Audited Actual Performance 2021/22	Audited Actual Performance 2022/23	Planned Annual Target 2023/2024	Actual Performance 2023/2024	Deviation from planned target to actual achievement	Reasons for deviation
Good corporate governance, sound financial management and administrative support in line with legislation.	Reports and recommendations for increased oversight, reporting and evaluation and coordination	Number of recommendations from Plenary and oversight Committee meetings held per annum	4 Plenary and 4 Oversight Committee meetings per annum	8 recommendations made from Plenary and oversight Committee meetings held per annum	8 recommendations made from plenary and oversight Committee meetings held per annum	8 recommendations made from Plenary and oversight Committee meetings held per annum	Achieved	No deviation
		Number of quarterly performance reports reviewed per annum	4 Approved quarterly performance reports	4 approved and reviewed performance reports per annum	4 reviewed performance reports per annum	4 reviewed performance reports per annum	Achieved	No deviation
		Number of quarterly financial statements reviewed per annum	4 quarterly financial statement reviewed per annum	4 reviewed quarterly financial statement per annum	4 reviewed quarterly financial statement per annum	4 reviewed quarterly financial statement per annum	Achieved	No deviation
		Number of quarterly internal audit reports per annum	4 quarterly internal audit reports per annum	4 quarterly internal audit reports per annum	4 quarterly internal audit reports per annum	4 quarterly internal audit reports per annum	Achieved	No deviation
	Approved performance agreements aligned to strategy and the structure of the Commission per annum	Percentage of approved performance agreements aligned to the strategy and the structure annually	100% Approved Annual performance agreements aligned to the strategy and structure annually	100% approved performance agreements aligned to the strategy and the structure annually	100% approved performance agreements aligned to the strategy and the structure annually	100% approved performance agreements aligned to the strategy and the structure annually	Achieved	No deviation

Programme 1: Administration: Organisational Development and Support Services

Outcome	Output	Output Indicator	Audited Actual Performance 2021/2022	Audited Actual Performance 2022/23	Planned Annual Target 2023/2024	Actual Performance 2023/2024	Deviation from planned target to actual achievement	Reasons for deviation
	Approved workplace skills development plan	Percentage of workplace skills development plan implemented per annum	155% of workplace skills development plan implemented per annum	100% of workplace skills development plan implemented per annum	100% of workplace skills development plan implemented per annum	136% of workplace skills development plan implemented per annum	Overachieved	Due to the training backlog within the Commission
	Approved and effective internal controls to resolve internal and external audit findings	Percentage of queries on internal and external audit findings resolved annually	83.75 % of all queries on internal and external audit findings resolved annually	81.48% of all queries on internal and external audit findings resolved annually	100% of all queries on internal and external audit findings resolved annually.	66.67% of all queries on internal and external audit findings resolved annually	Not achieved	All External Audit Findings are resolved. 13 of 43 internal audit findings are in the process of being resolved
	Report on risk management strategies implemented	Number of reports on implemented risk management strategy	1 report on implemented risk management strategies per annum	4 reports on implemented risk management strategies per annum	4 reports on implemented risk management strategies per annum	4 reports on implemented risk management strategies per annum	Achieved	No deviation

Programme 2: Legal Services and Conflict Resolution								
Outcome	Output	Output Indicator	Audited Actual Performance 2021/22	Audited Actual Performance 2022/23	Planned Annual Target 2023/2024	Actual Performance 2023/2024	Deviation from planned target to actual achievement	Reasons for deviation
Strengthened conflict resolution and legislative reviews to promote and protect cultural, religious and linguistic rights of communities	Register of complaints/ requests handled	Percentage of complaints/requests handled per annum	85% of new complaints handled annually	95% of new complaints handled annually	80% of new complaints handled annually	88.5% of new complaints handled annually	Overachieved	More complaints were registered, and all were dealt with
			90% of carried over complaints from previous year handled	80% of carried over complaints from the previous year handled annually	80% of carried over complaints from the previous year handled annually	80% of carried over complaints from the previous year handled annually	Achieved	No deviation
	100% response to all legal advice and opinion requests annually	100% response to all legal advice/opinion requests annually	100% response to all legal advice/opinion requests annually	100% response to all legal advice/opinion requests annually	Achieved	No deviation	No deviation	
	Report on reviewed Bills before Parliament and report on reviewed legislation that impacts cultural, religious and linguistic rights of communities as guided by received complaints	Report on the comments on Bills before Parliament and recommendations on legislation that impacts on the mandate of the CRL Rights Commission as guided by received complainant s/ requests per annum	67 % of reviewed Bills before Parliament that impact on cultural, religious and linguistic rights of communities as guided by received complaints	Review 100% of Bills before Parliament that impacts on the mandate of the CRL Rights Commission annually	Review 100% of Bills before Parliament that impacts on the mandate of the CRL Rights Commission annually	100% of bills before parliament that impacts on the mandate of the CRL Rights Commission reviewed annually	Achieved	No deviation
			15 Review reports on metropolitan municipalities by-laws that impact on cultural, religious and linguistic rights of communities	16 Reviewed municipal By- Laws that impact cultural, religious and linguistic rights of communities per annum	16 Reviewed municipal by-laws that impacts on the cultural, religious and linguistic rights of communities per annum	16 reviewed municipal by-laws that impacts on the cultural, religious and linguistic rights of communities per annum	Achieved	No deviation

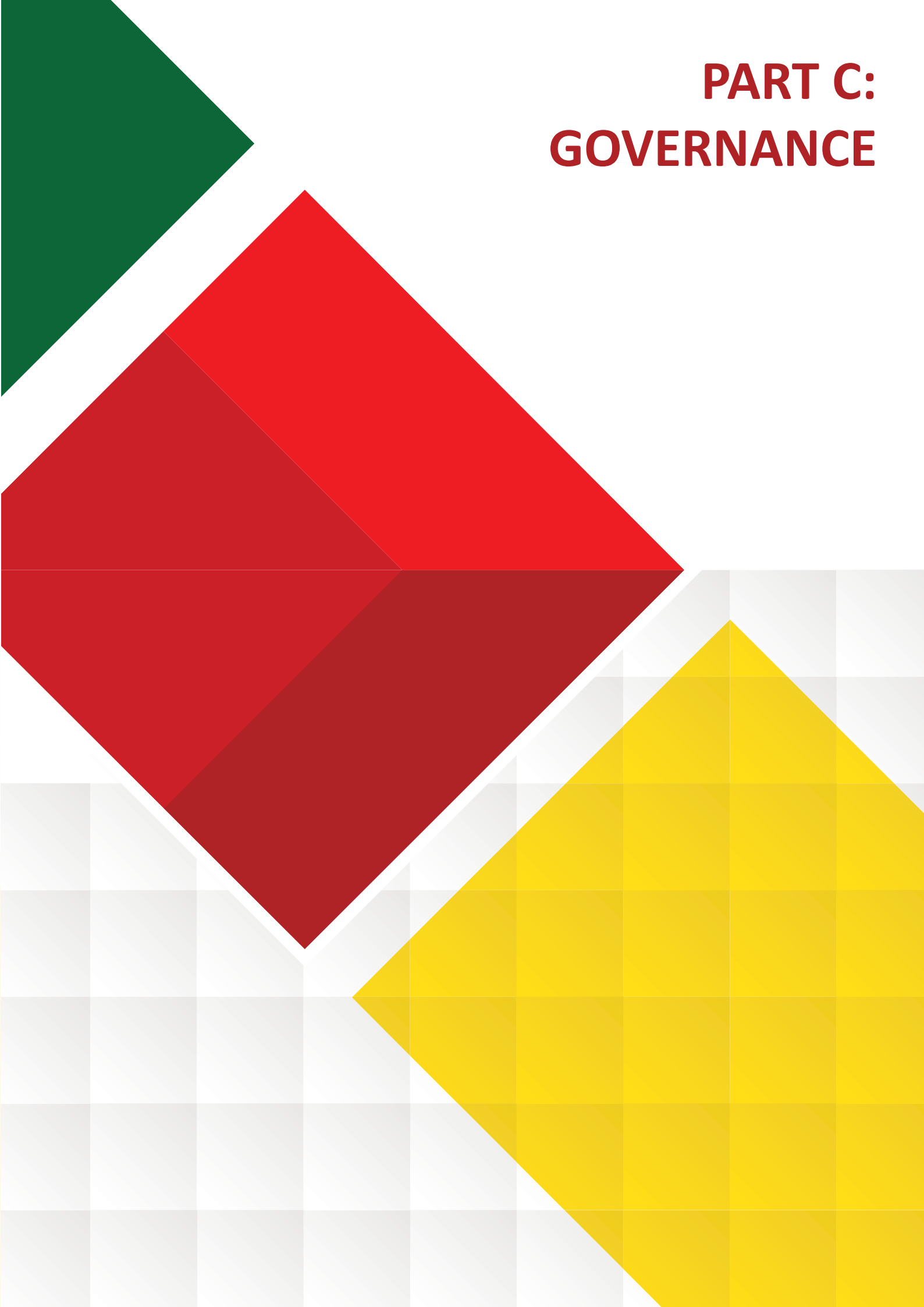
Programme 3: Public Engagement and Education								
Outcome	Output	Output Indicator	Audited Actual Performance 2021/22	Audited Actual Performance 2022/23	Planned Annual Target 2023/24	Actual Performance 2023/24	Deviation from planned target to actual achievement	Reasons for deviation
Effective, structured and informed communities on cultural, religious and linguistic rights matters	Reports on engagements with communities on cultural, religious and linguistic rights of communities conducted	Number of engagements with communities on cultural, religious and linguistic communities conducted per annum	27 engagements with communities on cultural, religious and linguistic rights of communities conducted per annum	30 engagements with communities on cultural, religious and linguistic rights of communities per annum	30 engagements with communities on cultural, religious and linguistic rights of communities per annum	30 engagements with communities on cultural, religious and linguistic communities per annum	Achieved	No deviation
	Reports on public educational campaigns on cultural, religious and linguistic rights of communities conducted	Number of public educational campaigns on cultural, religious and linguistic rights of communities conducted per annum	21 public educational awareness campaigns on cultural, religious and linguistic rights of communities conducted per annum	25 public educational awareness campaigns on cultural, religious and linguistic rights of communities conducted	25 public educational awareness campaigns on cultural, religious and linguistic rights of communities conducted	25 public educational awareness campaigns on cultural, religious and linguistic communities conducted per annum	Achieved	No deviation
	Established and maintained database of cultural, religious and linguistic community organisation and institutions	Updated, established and maintained database of community organisation and institutions per annum	1 updated and maintained database of community organisation and institutions per annum	1 Updated and maintained database of community organisation and institutions per annum	1 updated and maintained database of community organisation and institutions per annum	1 updated and maintained database of community organisations and institutions per annum	1 updated and maintained database of community organisations and institutions per annum	Achieved

Programme 4: Research and Policy Development								
Outcome	Output	Output Indicator	Audited Actual Performance 2021/2022	Audited Actual Performance 2022/2023	Planned Annual Target 2023/2024	Actual Performance 2023/24	Deviation from planned target to actual achievement	Reasons for deviations
Research recommendations to inform evidence-based policies and sustained resuscitation of diminishing and diminished community heritages	Research reports on cultural, religious and linguistic rights produced	Number of research reports on cultural, religious and linguistic rights produced per annum	4 research reports on cultural, religious and linguistic rights produced per annum	4 research reports on cultural, religious and linguistic rights produced per annum	4 research reports on cultural, religious and linguistic rights produced per annum	4 research reports on cultural, religious and linguistic rights produced per annum	Achieved	No deviation

Programme 5: Communication, Marketing, IT and Linkages								
Outcome	Output	Output Indicator	Audited Actual Performance 2021/22	Audited Actual Performance 2022/2023	Planned Annual Target 2023/24	Actual Performance 2023/24	Deviation from planned target to actual achievement	Reasons for deviations
Intensified communication, marketing and knowledge management systems	Reports on the implemented internal and external communication and marketing strategy	Number of reports on implemented internal and external communication strategy per annum	4 reports on implemented internal and external communication strategy per annum	4 reports on implemented internal and external communication strategy per annum	4 reports on implemented internal and external communication strategy per annum	4 reports on implemented internal and external communication strategy per annum	Achieved	No deviation
	Stable and secure ICT environment that meets all functional needs of the Commission and its strategy	Number of reports on maintained and upgraded infrastructure and implemented ICT Governance Framework per annum	4 reports on maintained and upgraded infrastructure and implemented ICT Governance Framework per annum	4 reports on maintained and upgraded infrastructure and implemented ICT Governance Framework per annum	4 reports on maintained and upgraded infrastructure and implemented ICT Governance Framework per annum	4 reports on maintained and upgraded infrastructure and implemented ICT Governance Framework per annum	Achieved	No deviation
	Report on monitored activities on social media platforms	Number of reports of activities on social media platform per annum	4 reports of activities on social media platform per annum	4 reports of activities on social media platform per annum	4 reports on activities on social media platform per annum	4 reports on activities on social media platform per annum	Achieved	No deviation

Table 4: Performance Information tables

PART C: GOVERNANCE



8. Introduction

Corporate governance (made up of Commissioners serving in various committees including Plenary) for purpose of King IV is defined as the exercise of ethical and effective leadership by the Governing body towards the achievement of the following governance outcomes: i.e., ethical culture, good performance, effective control and legitimacy. The governing body's primary governance role and responsibilities are to steer and set strategic direction; to approve policy and planning; it ensures accountability for organisational performance and final it oversees and monitors implementation and execution of strategy by management.

The King IV provides for governing body to delegate the implementation and execution of approved strategy through policy and operational plans, to management via the Chief Executive Office

9. Risk Management

The CRL Rights Commission has a robust risk management policy and strategy. This framework is underpinned by an annual risk assessment process, supplemented by quarterly progress reports on the implementation of mitigating strategies. The Risk Management Committee convenes quarterly to oversee progress on risk interventions and provide advice on risk management matters. The Committee's quarterly progress reports are presented to the Audit and Risk Committee, ensuring effective mitigation and oversight. Furthermore, the progress reports are shared with the governing body enabling proactive decision-making and swift action to address potential threats.

10. Fraud Prevention

The Commission has implemented a comprehensive fraud prevention plan, adopting a holistic approach to prevent, detect, and respond to fraudulent activities. This integrated strategy ensures the implementation of robust controls, thorough investigations, and, where necessary, prosecution of perpetrators.

To minimize the occurrence of fraudulent activities, the Commission has established a robust system of internal controls and risk management. This framework provides the highest level of assurance that fraudulent acts will be prevented and, if attempted, promptly detected and addressed, thereby preventing concealment.

The Commission has a reporting and monitoring mechanisms of fraudulent activities in which employees, commissioners and other interested parties can report fraud anonymously through the hotline of the Public Service Commission and the number is 0800 701 701. The hotline is communicated widely via electronic means. The Commission has implemented a fraud awareness program, educating employees on fraud types, triggers, and prevention strategies. Quarterly updates are provided to the Audit and Risk Committee on any reported corrupt activities, as verified by the Public Service Commission. To date, no cases have been reported or referred to the Commission for further investigation.

11. Minimising conflict of interest

To mitigate potential conflicts of interest in SCM, the CRL Rights Commission mandates annual declarations of interest from all staff members, including SCM officials, upon appointment and annually, with updates as necessary and all suppliers must declare their interests for every procurement instance. In the event of a conflict, the relevant official must recuse themselves from the proceedings. In instances where the conflict of interest is on the side of the supplier, the supplier is disqualified from providing goods or services.

12. Code of conduct

The Commission continues to subscribe to a good code of conduct and has adopted code of conduct as provided by the Public Service Regulations. The Commission believes in corrective disciplinary measures and providing support to all employees. The process of disciplinary action includes giving warning, both (verbal and written), a final warning and suspension with full salary or suspension with no salary and consequently dismissal if found guilty.

13. Health safety and environmental issues

The Commission is dedicated to ensuring the health, safety, and wellbeing of its employees and visitors. It maintains a safe work environment, promotes high morale, and conducts regular assessments to identify and mitigate potential hazards, including physical, psychosocial, and agronomic risks.

14. Portfolio Committees

The Portfolio Committees provide oversight over the service delivery performance by the Commission. The Commission met with the Portfolio Committee virtually on Zoom on the following dates.

No.	Date	Purpose
1	19 April 2023	Annual Performance Plan and Budget – Discussion
2	12 October 2023	Annual Report - Discussion

Table 5: Portfolio Committee meetings

15. Internal Audit and Audit and Risk Committee (ARC)

Internal Audit and the Audit and Risk Committee are independent structures whose functions is to provide oversight role on governance, the systems of controls and risk management. Internal Controls and good governance are critical to ensure that the CRL Rights Commission functions according to required accounting and auditing standards. Internal controls speak to policies and procedures put by management to ensure that, among other things, organisations financial statements are reliable. It is to ensure internal controls relevant to audit include the back reconciliations, passwords control systems for accounting software and inventory observations.

16. Audit and Risk Committee Report 2022/2023

We are pleased to present our report for the financial year ended, 31 March 2024. The Audit & Risk Committee is an independent statutory committee appointed by Accounting Officer of the CRL Rights Commission for a renewable period of three years. The duties and responsibilities of the Audit & Risk Committee as delegated by the Commission are included in this report.

Audit and Risk Committee responsibilities

The Audit and Risk Committee is established by the Commission pursuant to Section 77 of the PFMA, read together with Treasury Regulation 27, which regulates the appointment and duties of the Audit and Risk Committee for national and provincial government entities. The Audit and Risk Committee reports that it has adopted appropriate formal terms of reference as its Audit and Risk Committee Charter and has regulated its affairs in compliance with this Charter. The Charter clarifies the requirements for the Committee's composition, meeting procedures and matters connected therewith. The Committee reports to and is accountable to the Commission and operates within the parameters of this charter. The Committee has discharged all its responsibilities as contained therein and has also reviewed the appropriateness of accounting policies and practices.

Audit and Risk Committee Members and Attendance

The Audit and Risk Committee consists of three members as depicted on the table below:

No.	Name and surname	Date appointed	No. of meetings attended	Qualifications
1	Ms Margaret Phiri	November 2019 to date	6 of 6	CA(SA),CTA/B Compt Hons
2	Mr Thabo Poee	January 2020 to date	6 of 6	CA(SA), B Compt Hons MBL
3	Mr Luyanda Mangquku	January 2020 to date	6 of 6	CA(SA)B Com Accounting Hons, CFE

Table 6: Audit and Risk Committee membership

The Effectiveness of Internal Controls

Based on the review of internal controls undertaken by the Internal Auditors during the period under review and having considered the information, statements and explanations given by management, as well as discussions with the external auditors, the Audit and Risk Committee is of the opinion that CRL's systems are effective and formed a sound basis for the preparation of reliable Annual Financial Statements for 2023/24 financial year. The systems can be enhanced to ensure improved internal controls going forward.

Internal Audit

The Audit and Risk Committee is responsible for ensuring that CRL's outsourced internal audit function is independent and has the necessary resources, standing, and authority within CRL to enable it to discharge its duties. The Internal Audit Charter, the Internal Audit Annual Plan and 3-year strategic rolling risk-based internal audit plan were reviewed and approved by the Audit and Risk Committee for implementation.

The internal audit function provided reasonable assurance to management and the Audit and Risk Committee on the adequacy and effectiveness of internal controls based on the approved risk-based annual audit plan. The control environment of the organisation was adequate and effective, except for areas of improvements highlighted to management and Audit and Risk Committee for enhancement and resolution.

Enterprise Risk Management

Risk Management is an integral part of good governance at the CRL Commission. There is a shared awareness and understanding within the Commission of the nature and extent of the risks it faces; the categories and extent of those risks that are regarded as acceptable; and the likelihood and potential impact of the risks materialising. CRL identified its risk areas and developed a risk register to ensure that the identified risks are properly managed.

The Commission monitors risks through the Audit and Risk Committee. The Committee exercise oversight role to ensure effective risk management within the Commission. It recommends to the Commission risk strategies and policies that must be set, implemented and monitored.

The quality in-year management quarterly report submitted in terms of the PFMA

During the period under review, management presented quarterly reports which enabled the Committee to monitor the financial position of the entity and perform a comparison against performance objectives. The Committee is satisfied with the quality of the reports.

Evaluation of Financial Statements

The Committee has reviewed the annual financial statements prepared for the year ended 31 March 2024 and is satisfied that these were prepared in accordance with the South African Standards of GRAP issued by the South African Accounting Standards Board and have complied with the requirements of the PFMA in all material respects.

Auditor General's Report

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



Margaret Phiri

Chairperson of the Audit and Risk Committee

30 July 2024



**PART D:
HUMAN RESOURCES
MANAGEMENT**

17. Introduction

In line with strategic direction of the CRL Rights Commission, the Programme on Human Resources gives account of the management of human capital and strategic interventions to strengthen capacity within the organisation. Sufficient commitment and resources are dispensed towards ensuring that the Commission achieve the planned objectives and deliverables, manage organisational risks and challenges, while ensuring improved service delivery with adequate level of compliance to applicable systems and regulatory frameworks.

18. Overview of Human Resource projects

During the year under review the CRL Rights Commission concluded the project on capacity and capability review which sought to ensure that the capabilities of its human resource can deliver on the revised corporate strategy which culminated in the matching and placement of employees in the new organisational structure. Matching and Placement was undertaken as Part 2 of the implementation phase of the new structure where employees were matched and assigned to a position within the sphere of competency and ability where they are the best fit to perform specific jobs. All employees were consulted through one-on-one session after completion of the matching and placement project to inform them about the outcome of matching and placement project which was preceded by the formulation of new job descriptions.

The Commission remained on course with the process of filling prioritised positions in the approved organisational structure. A total of 27 positions were permanently filled by the end of the period under review and 9 positions were advertised through national print media. Therefore 69 posts remained vacant as of 31st of March 2024. The full implementation of the organisational structure will be done in a phased-in approach due to the financial viability of the approved structure. The Commission is severely under capacitated to service the entire South African population of 61.4 million which has impacted negatively on the achievement of its mandate.

Performance of employees within the entity were managed in accordance with the Performance Management Development System of the Commission. The Commission achieved 100% regarding timeous submission of the Performance Agreement for 2023/24, however the performance moderations for this period were deferred to the next financial year due to the backlog within the Human Resource department/Unit. Employee Health and Wellness remains a priority for the HR department and (1) one wellness programme under the theme of mental health awareness amongst employees was conducted to encourage employees to keep up with a healthy lifestyle whilst maintaining a work life balance.

The Commission also reviewed 21 Human Resource policies in line with the applicable legislative frameworks and to ensure compliance. Other key achievement within the HR was the 100% achievement on workplace skills development plans that were implemented during the year under review. The breakdown of the training expenditure was limited to vocational trainings and workshops. A total of R 85 248.50 was spent on workplace skills development training for the year under review.

The Department/Unit also implemented consequence management in respect of irregularities in Procurement of services concerning the affected officials. Both officials received a final written warning and were put on special leave without pay effective from 01 June 2023.

19. Human Resources Oversight Statistics

Personnel Related Expenditures

The following tables summarises the final audited personnel related expenditure by programme and by salary bands. It provides an indication of the following:

- amount spent on personnel
- amount spent on salaries, overtime, homeowner's allowances and medical aid.

Table 7: Personnel expenditure by programme for the period 1 April 2023 to March 2024

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Office of the Chairperson	5,467	5,467	0	0	20.9%	1,366
Office of the Chief Executive Officer	2,594	2,594	0	0	9.9%	864,666
Communications and Marketing	3,229	3,229	0	0	12.3%	807,250
Office of the Chief Financial Officer	5,933	5,933	0	0	22.7%	659,222
Corporate Services	3,330	2,595	471,660	264,000	8.6%	432,500
Legal Services & Conflict Management	2,246	2,246	0	0	8.6%	561,500
Research & Policy Development	2,482	2,482	0	0	9.5%	527,333
Public Education and Engagement	1,567	1,567	0	0	6%	522,333
Total		26 113				

Table 8: Personnel costs by salary band for the period 1 April 2023 to March 2024

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Lower skilled (Levels 1-2)	971	3,72	6	161,83
Skilled (level 3-5)	1,089	4,17	4	272,250
Highly skilled production (levels 6-8)	3,707	14,2	11	337,000
Highly skilled supervision (levels 9-12)	12,431	47,6	24	517,958
Senior and Top management (levels 13-16)	7,903	30,26	6	1,317,16
Total	26 101	100	51	

Table 9: Salaries, overtime, homeowners' allowance and medical aid by programme for the period 1 April 2023 to March 2024

Programme	Salaries		Overtime		Homeowners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Office of the Chairperson	5, 174	19.81	15	0.05	37	0.14	241	0.92
Office of the Chief Executive Officer	2, 555	9.78	-	-	3	0.01	36	0.14
Communications and Marketing	3, 025	11.58	3	0.01	55	0.21	146	0.56
Office of the Chief Financial Officer	5, 577	21.36	2	0.01	94	0.36	260	0.10
Corporate Services	2, 375	9.09	-	-	94	0.36	126	0.48
Legal Services & Conflict Management	2, 112	8.08	-	-	39	0.15	95	0.36
Research & Policy Development	2, 398	5.35	-	-	19	0.07	65	0.25
Public Education and Engagement	1, 507	5.76	2	0.01	19	0.07	39	0.15
Total	24, 723	90.88	22	0.07	360	1.38	1, 008	3.86

Table 10: Salaries, overtime, homeowners' allowance and medical aid by salary band for the period 1 April 2023 to March 2024

Salary band	Salaries		Overtime		Homeowners Allowance		Medical Aid	
	Amount R'000	Salaries as per a % of personnel costs	Amount R'000	Amount as a % of personnel costs	Amount R'000	HOA as a % of personnel costs	Amount R'000	Medicals aid as a % of personnel costs
Lower Skilled (level 1-2)	5, 174	19.81	15	0.05	37	0.14	241	0.92
Skilled (level 3-5)	2, 555	9.78	-	-	3	0.01	36	0.14
Highly skilled production (levels 6-8)	3, 025	11.58	3	0.01	55	0.21	146	0.56
Highly skilled supervision (levels 9-12)	5, 577	21.36	2	0.01	94	0.36	260	0.10
Senior management (level 13-16)	2, 375	9.09	-	-	94	0.36	126	0.48
Total	2, 112	8.08	-	-	39	0.15	95	0.36

Table 11: Employment and vacancies by programme as of 31 March 2023

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

- programme
- salary band
- critical occupations

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Office of the Chairperson	4	4	0%	0
Office of the Chief Executive Officer	3	3	0%	0
Communications and Marketing	5	3	40%	2
Office of the Chief Financial Officer	8	7	12.5%	1
Corporate Services	6	5	16.6%	1
Legal Services & Conflict Management	3	2	33.33%	2
Research & Policy Development	2	2	0%	1
Public Education and Engagement	2	1	50%	2
Total	33	27	18.18%	9

Table 12: Employment and vacancies by salary band as on 31 March 2024

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Lower skilled (1-2)	2	2	0%	3
Skilled (3-5)	2	2	0%	1
Highly skilled production (6-8)	4	2	50%	1
Highly skilled supervision (9-12)	18	15	16.66%	4
Senior management (13-16)	7	6	14.28%	0
Total	33	27	18.18%	9

Table 13: Employment and vacancies by critical occupations as on 31 March 2024

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administrative elated	6	5	16.66%	2
Building & other property caretakers	1	1	0	0
Clerks & related personnel	4	4	0	0
Client Information Clerks (Switchboard/ Receptionist)	1	1	0	0
Communication and Information Related	1	1	0	0
Finance & Economics Related	1	1	0	0
Financial Clerks & Credit Controllers	1	0	100%	0
Head of Department/ Chief Executive Officer	1	1	0	0
Household & Laundry Workers	2	2	0	0
Human Resources & Related Professionals	2	1	50%	1
Information Technology Personnel	2	1	50%	1
Legal Related	2	1	50%	1
Senior Management	4	3	25%	0
Logistical Support Personnel	3	3	0	1
Member of Executive Council	2	2	0	0
Other Administrative & Related Clerks & Organisers	0	0	0	3
Total	33	27	18.18%	9

The below tables provide information on employment and vacancies as it relates to members of the Senior Management Service by salary level. It also provides information on advertising and filling of SMS posts, reasons for not complying with prescribed timeframes and disciplinary steps taken.

Table 14: SMS post information as on 31 March 2024

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	1	100%	0	0
Salary Level 16	0	0	0%	0	0
Salary Level 15	0	0	0%	0	0
Salary Level 14	0	0	0%	0	0
Salary Level 13	4	3	75%	1	25%
Total	5	4	80%	1	20%

Table 15: SMS post information as of 30 September 2024

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	1	100%	0	0%
Salary Level 16	0	0	0%	0	0%
Salary Level 15	0	0	0%	0	0%
Salary Level 14	0	0	0%	0	0%
Salary Level 13	4	3	75%	1	25%
Total	5	4	80%	1	20%

Table 16: Advertising and filling of SMS posts for the period 1 April 2023 to March 2024

Salary levels	Advertising	Filling of Posts	
	Number of vacancies per level advertised in 6 months of becoming vacant	Number of vacancies per level filled in 6 months of becoming vacant	Number of vacancies per level not filled in 6 months but filled in 12 months
Director-General/Head of Department	NIL	NIL	NIL
Salary Level 16	NIL	NIL	NIL
Salary Level 15	NIL	NIL	NIL
Salary Level 15	NIL	NIL	NIL
Salary Level 13	NIL	NIL	NIL
Total	NIL	NIL	NIL

Table 17: Reasons for not having complied with the filling of funded vacant SMS positions – advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2023 to March 2024

Reasons for vacancies not advertised within six months
The Commission is still in the process of finalising the restructuring process and have suspended the Advertising and Filling of all vacancies.

Table 18: Reasons for vacancies not filled within six (6) months

Reasons for vacancies not advertised within six months
The Commission is still in the process of finalising the restructuring process and have suspended the Advertising and Filling of all vacancies.

Disciplinary steps taken for not complying with prescribed timeframes for filling SMS posts with 12 months for the period 1 April 2023 to March 2023

Reasons for vacancies not advertised within six months
Not applicable

Job evaluation

In terms of the Regulations all vacancies on salary levels 9 and higher must be evaluated before they are filled. The following table summarises the number of jobs that were evaluated during the year under review. The table also provides statistics on the number of posts that were upgraded or downgraded.

Table 19: Job evaluation by salary band for the period 1 April 2023 to March 2024

Salary band	Number of posts on approved establishment	Number of jobs evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts Downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Lower Skilled (Levels 1-2)	2	0	0%	0	0%	0	0%
Skilled (Levels 3-5)	2	0	0%	0	0%	0	0%
Highly skilled production (Levels 6-8)	4	0	0%	0	0%	0	0%
Highly skilled supervision (Levels 9-12)	18	0	0%	0	0%	0	0%
Senior Management Service Band A	4	0	0%	0	0%	0	0%
Senior Management Service Band B	2	0	0%	0	0%	0	0%
Senior Management Service Band C	0	0	0%	0	0%	0	0%
Senior Management Service Band D	1	0	0%	0	0%	0	0%
Total	33	0	0%	0	0%	0	0%

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

Table 20: Profile of employees whose positions were upgraded for the 1 April 2023 to March 2023

Gender	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0

Employees with disability	0
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The following table summarises the number of cases where remuneration bands exceeded the grade determined by job evaluation. Reasons for the deviation are provided in each case.

Table 21: Employees with salary levels higher than those determined by job evaluations by occupation for the period 1 April 2023 to March 2023

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Administrative Related	3	7	9	Restructuring Process
Financial Clerks & Credit Controllers	1	6	7	Restructuring Process
Total number of employees whose salaries exceeded the level determined by job evaluation				4
Percentage of total employed				12.12%

The tables below summarise the beneficiaries of the above in terms of race, gender, and disability.

Table 22: Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2023 to March 2023

Gender	African	Asian	Coloured	White	Total
Female	4	0	0	0	4
Male	0	0	0	0	0
Total	4	0	0	0	4

Employees with a disability	0	0	0	0	0
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Total number of Employees whose salaries exceeded the grades determine by job evaluation	4
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Employment changes

Table 23: Annual turnover rates by salary band for the period 1 April 2023 to March 2023

Salary band	Number of employees at beginning of period- 1 April 2021	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Lower skilled (Levels 1-2)	2	0	0	0%
Skilled (Levels 3-5)	2	0	0	0%
Highly skilled production (Levels 6-8)	3	0	1	33.3%
Highly skilled supervision (Levels 9-12)	15	0	0	0%
Senior Management Service Bands A	3	0	0	0%
Senior Management Service Bands B	2	0	0	0%
Senior Management Service Bands C	0	0	0	0%
Senior Management Service Bands D	1	0	0	0%
Contracts	8	1	0	0%
Total	36	1	1	2.7%

Table 24: Annual turnover rates by critical occupation for the period 1 April 2023 to March 2023

Critical occupation	Number of employees at beginning of period- April 2023	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Administrative Related	6	0	0	0%
Building & other Property Caretakers	1	0	0	0%
Clerks & Related Personnel	4	0	0	0%
Client Information Clerks (Switchboard/ Receptionist)	1	0	0	0%
Communication & Information Related	1	0	0	0%
Finance & Economics Related	1	0	1	50%
Financial Clerks & Credit Controllers	1	0	0	0%
Head of Department/ Chief Executive Officer	1	0	0	0%
Household & Laundry Workers	2	0	0	0%

Critical occupation	Number of employees at beginning of period- April 2023	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Human Resources & Related Professionals	2	0	0	0%
Information Technology Personnel	2	0	0	0%
Legal Related Personnel	3	0	0	0%
Logistical Support Personnel	3	0	0	0%
Member of Executive Council	3	0	0	0%
Other Administrative & Related Clerks & Organisers	2	0	0	0%
Senior Managers	3	0	0	0%
TOTAL	36	0	1	2.7%

Table 25: Reasons why staff left the organisation for the period 1 April 2023 to March 2024

Termination Type	Number	% of Total Resignations
Death	0	0%
Resignation	1	2.7%
Expiry of contract	0	0%
Dismissal – operational changes	0	0%
Dismissal – misconduct	0	0%
Dismissal – inefficiency	0	0%
Discharged due to ill-health	0	0%
Retirement	1	0%
Transfer to other Public Service Departments	0	0%
Other	0	0%
Total	1	2.7%
Total number of employees who left as a % of total employment	2.7%	

Table 26: Promotions by critical occupation for the period 1 April 2023 to March 2023

Occupation	Employees 1 April 2023	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
None					
Total					

Table 27: Promotions by salary band for the period 1 April 2023 to March 2023

Salary Band	Employees 1 April 2021	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
Lower skilled (Levels 1-2)	0	0	0	0	0
Skilled (Levels 3-5)	0	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	0	0	0	0	0
Senior Management (Level 13-16)	0	0	0	0	0
Total	0	0	0	0	0

Table 28: Total number of employees (including employees with disabilities) in each of the following occupational categories as of 31 March 2023

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	4	0	0	1	1	0	0	0	6
Professionals	0	0	0	0	0	0	0	0	0
Technicians and associate professionals	3	1	0	0	10	0	0	0	14
Clerks	1	0	0	0	10	0	1	1	13
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	1	0	0	0	2	0	0	0	3
Total	9	1	0	1	23	0	1	1	36
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 29: Total number of employees (including employees with disabilities) in each of the following occupational bands as of 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	0	0	0	0	1
Senior Management	3	0	0	1	1	0	0	0	5
Professionally qualified and experienced specialists and mid-management	3	1	0	0	13	0	1	1	19
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	1	0	0	0	2	0	0	0	3
Semi-skilled and discretionary decision making	2	0	0	0	1	0	0	0	3
Unskilled and defined decision making	0	0	0	0	5	0	0	0	5
Total	10	1	0	1	22	0	1	1	36

Table 30: Recruitment for the period 1 April 2023 to March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	0	0	0	0	1	0	0	0	1
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	0	0	0	1
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 31: Promotion for the period 1 April 2023 to March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 32: Terminations for the period 1 April 2021 to March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	1	0	0	0	0	0	0	0	1
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	1	0	0	0	0
Total	1	0	0	0	0	0	0	0	1
Employees with Disabilities	0	0	0	0	0	0	0	0	0

Table 33: Disciplinary action for the period 1 April 2023 to March 2023

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Finance	1	0	0	0	0	0	0	0	1
Procurement	0	0	0	0	2	0	0	0	2

Table 34: Skills development for the period 1 April 2023 to March 2023

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	4	0	0	1	1	0	0	0	6
Professionals	0	0	0	0	0	0	0	0	0
Technicians and associate professionals	3	1	0	0	10	0	1	1	16
Clerks	3	0	0	0	9	0	0	0	12
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	1	0	0	0	2	0	0	0	3
Total	11	1	0	1	22	0	1	1	37
Employees with disabilities	0	0	0	0	0	0	0	0	0

All members of the SMS concluded and sign performance agreements within specific timeframes. Information regarding the signing of performance agreements by SMS members, the reasons for not complying within the prescribed timeframes and disciplinary steps taken is presented here.

Table 35: Signing of performance agreements by SMS members as of 31 May 2023

SMS Level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General/ Head of Department	1	1	1	100%
Salary Level 16	0	0	0	0
Salary Level 15	0	0	0	0
Salary Level 14	0	0	0	0
Salary Level 13	3	3	3	100%
Total	4	4	4	100%

Table 36: Reasons for not having concluded performance agreements for all SMS members as of 31 March 2023

Reasons
Not applicable

Table 37: Disciplinary steps taken against SMS members for not having concluded performance agreements as of 31 March 2023

Reasons
Not applicable

Performance Rewards

To encourage good performance, the Commission has granted the following performance rewards during the year under review. The information is presented in terms of race, gender, disability, salary bands and critical occupations (see definition in notes below).

Table 38: Performance Rewards by race, gender and disability for the period 1 April 2023 to 31 March 2023

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African	0	0	0	0	0
Male	0	0	0	0	0
Female	0	0	0	0	0
Asian	0	0	0	0	0
Male	0	0	0	0	0
Female	0	0	0	0	0
Coloured	0	0	0	0	0
Male	0	0	0	0	0
Female	0	0	0	0	0
White	0	0	0	0	0
Male	0	0	0	0	0
Female	0	0	0	0	0
Total	0	0	0	0	0

Table 39: Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2023 and 31 March 2023

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	0	0	0	0	0	0
Skilled (level 3-5)	0	0	0	0	0	0
Highly skilled production (level 6-8)	0	0	0	0	0	0
Highly skilled supervision (level 9-12)	0	0	0	0	0	0
Total	0	0	0	0	0	0

Table 40: Performance rewards by critical occupation for the period 1 April 2023 to March 2023

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
None	0	0	0	0	0
Total	0	0	0	0	0

Table 41: Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2023 to March 2023

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

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

Table 42: Foreign workers by salary band for the period 1 April 2021 to March 2023

Salary band	01 April 2021		31 March 2023		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	0	0	0	0	0	0
Highly skilled production (Lev. 6-8)	0	0	0	0	0	0
Highly skilled supervision (Lev. 9-12)	0	0	0	0	0	0
Contract (level 9-12)	0	0	0	0	0	0
Contract (level 13-16)	0	0	0	0	0	0
Total	0	0	0	0	0	0

Table 43: Foreign workers by major occupation for the period 1 April 2023 to March 2023

Major occupation	01 April 2021		31 March 2023		Change	
	Number	% of total	Number	% of total	Number	% Change
None	0	0	0	0	0	0

Leave utilisation

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

Table 44: Sick leave for the period 1 April 2023 to March 2023

Salary band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Lower Skills (Level 1-2)	17	58.82%	3	60%	5.66	R6 605.56
Highly skilled production (levels 6-8)	11	36.36%	3	100%	3.66	R9 583.45
Highly skilled supervision (levels 9 -12)	47.5	21.05%	15	78.94%	3.16	R73 449.22
Top and Senior management (levels 13-16)	13	92.30%	1	16.66%	13	R42 622.94
Total	96.5	40.41%	25	69.44%	28.16	R136 336.22

Table 45: Disability leave (temporary and permanent) for the period 1 April 2023 to March 2023

Salary band	Total days	% Days with Medical certification	Number of Employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated Cost (R'000)
Lower skilled (Levels 1-2)	0	0	0	0	0	0
Skilled (Levels 3-5)	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	351	100%	4	21.05%	87.5	R481 212.25
Senior management (Levels 13-16)	0	0	0	0	0	0
Total	351	100%	4	21.05%	87.5	R481 212.25

The table below summarises the utilisation of annual leave. The wage agreement concluded with trade unions in the PSCBC in 2000 requires management of annual leave to prevent high levels of accrued leave being paid at the time of termination of service.

Table 46: Annual Leave for the period 1 April 2023 to March 2024

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Lower skilled (Levels 1-2)	63	5	12.6
Skilled Levels 3-5)	41	3	13.6
Highly skilled production (Levels 6-8)	43	4	10.75
Highly skilled supervision (Levels 9-12)	300.5	19	15.81
Senior management (Levels 13- 16)	31	4	7.75
Total	478.5	35	19.01

Table 47: Capped leave for the period 1 April 2023 to March 2023

Salary band	Total days of capped leave taken	Number of Employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 2023
Lower skilled (Levels 1-2)	0	0	0	0
Skilled Levels 3-5)	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0
Highly skilled supervision (Levels 9-12)	0	0	0	0
Senior management (Levels 13-16)	0	0	0	0
Total	0	0	0	0

Table 48: Leave pay-outs for the period 1 April 2023 to March 2023

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2021/22 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payouts on termination of service for 2021/22	0	0	0
Current leave payout on termination of service for 2021/22	R28 492.22	1	R28 492.22
Total	R28 492.22	1	R28 492.22

HIV/AIDS & Health Promotion Programmes

Table 49: Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
Not applicable	Not applicable

Table 50: Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	Yes		Mr. BM Motjopye Acting Manager Human Resources
2. Does the department have a dedicated unit, or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	Yes		Mr. BM Motjopye Acting Manager Human Resources
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.		No	
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent		No	
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees based on their HIV status? If so, list the employment policies/practices so reviewed.		No	
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.		No	
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	Yes		Employees are encouraged to undergo VCT, during the wellness day events.
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.		No	

Table 51: Collective agreements for the period 1 April 2023 to March 2023

Subject matter	Date
DPSA Circular No. 21 of 2021: Improvement of Service of Employees on Salary Levels 1 to 12: Cost of Living Adjustments: 1 July 2021	April 2023
DPSA Circular No. 13 of 2023: Improvement in Conditions of Service for SMS Members	May 2023
DPSA Circulars No. 26 of 2023: Adjustment of Housing allowance	July 2023

Total number of collective agreements	None
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The following tables summarise the outcome of disciplinary hearings conducted within the Commission for the year under review

Table 52: Misconduct and disciplinary hearings finalised for the period 1 April 2023 to March 2023

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	0	0
Verbal warning	0	0
Written warning	0	0
Final written warning	1	2.77%
Suspended without pay	2	5.55%
Fine	0	0
Demotion	0	0
Dismissal	0	0
Not guilty	0	0
Case withdrawn	0	0
Total	3	8.33%

Total number of Disciplinary Hearing finalised	3
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Table 53: Types of misconduct addressed at disciplinary hearings for the period 1 April 2023 to March 2023

Type of misconduct	Number	% of total
Fraud and corruption	2	6%
Total	2	6%

Table 54: Grievances logged for the period 1 April 2023 to March 2023

Grievances	Number	% of Total
Number of grievances resolved	0	0
Number of grievances not resolved	0	0
Total number of grievances lodged	0	0

Table 55: Disputes logged with Councils for the period 1 April 2021 to March 2023

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

Table 56: Strike actions for the period 1 April 2021 to March 2023

Total number of persons working days lost	0
Total costs working days lost	0
Amount recovered because of no work no pay (R'000)	0

Table 57: Precautionary suspensions for the period 1 April 2021 to March 2024

Number of people suspended	0
Number of people whose suspension exceeded 30 days	0
Average number of days suspended	0
Cost of suspension(R'000)	0

Table 58: Training needs identified for the period 1 April 2023 to March 2024

Occupational category	Gender	Number of employees as of 1 April 2021	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	1	0	0	0	0
	Male	5	0	1	0	1
Professionals	Female	7	0	10	0	10
	Male	4	0	7	0	7
Technicians and associate professionals	Female	14	0	12	0	12
	Male	3	0	3	0	3
Clerks	Female	2	0	1	0	1
	Male	1	0	1	0	1
Elementary occupations	Female	24	0	24	0	24
	Male	13	0	11	0	11
Sub Total	Female					
	Male					

Table 59: Training provided for the period 1 April 2023 and 31 March 2024

Occupational category	Gender	Number of employees as of 1 April 2023	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	1	0	1	0	1
	Male	5	0	9	0	0
Technicians and associate professionals	Female	7	0	19	0	19
	Male	4	0	9	0	9
Clerks	Female	14	0	19	0	19
	Male	3	0	5	0	5
Elementary occupations	Female	2	0	6	0	6
	Male	1	0	2	0	0
Sub Total	Female	24	0	45	0	45
	Male	13	0	25	0	25
Total		37	0	70	0	70

Table 60: Injury on duty for the period 1 April 2021 and 31 March 2023

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

Utilisation of consultants

The following tables relates information on the utilisation of consultants in the department.

In terms of the Public Service Regulations “consultant” means a natural or juristic person or a partnership who or which provides in terms of a specific contract on an ad hoc basis any of the following professional services to a department against remuneration received from any source:

- a) The rendering of expert advice;
- b) The drafting of proposals for the execution of specific tasks; and
- c) The execution of a specific task which is of a technical or intellectual nature, but excludes an employee of a department.

Table 61: Report on consultant appointments using appropriated funds for the period 1 April 2023 to 31 March 2024

Project title	Total number of consultants that worked on project	Duration (workdays)	Contract value in Rand
Capacity and Capability Review Project	1	251	R1 656 460.00
Website Support and maintenance	1	36 months	R179 400.00
Caseware Support	1	36 months	R268 686.46
Telephone system support and voice contract	1	36 months	R433 403.21 Voice based on usage
Travel Management Services	1	55 Months	Based on usage
Pastel Evolution and Payroll Support & Maintenance	1	36 Months	R201 825.00
Risk Management and Review	1	36 Months	R271 700.00
Internal Audit Services	1	36 Months	R2 176 133.10

Total number of projects	Total individual consultants	Total duration Workdays	Total contract value in Rand
Human Resources: 1	1	251 days	R1 656 460.00
Information Technology: 7	7	235 months	R3 531 147.77

Table 62: Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2023 to 31 March 2023

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
Capacity and Capability Review Project	100%	100%	1
Website support and maintenance	100%	100%	1
Caseware Support	38.13%	61.8%	1
Telephone system support and voice contract	100%	100%	1
Travel Management Services	57%	57%	1
Pastel Evolution and Payroll Support & Maintenance	51%	51%	1
Risk Management and Review	100%	100%	1
Internal Audit Services	100%	36%	1

Table 63: Report on consultant appointments using Donor funds for the period 1 April 2023 and 31 March 2024

Project title	Total Number of consultants that worked on project	Duration (Workdays)	Donor and contract value in Rand
0	0	0	0

Total number of projects	Total individual consultants	Total duration Workdays	Total contract value in Rand
0	0	0	0

Severance Packages

Table 64: Granting of employee initiated severance packages for the period 1 April 2023 and 31 March 2024

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



**PART E:
COMPLIANCE
REPORT**

20. Irregular expenditure

	2024 R' 000	2023 R' 000
Opening balance	11 981	11 979
Add: irregular expenditure confirmed		2
Under assessment	3 221	
Determination or investigation	2 841	
Condoned by relevant authority	3 043	
Transferred to receivables for recovery	-	
Written off as irrecoverable	-	
Not condoned and removed	-	
Closing balance	12 157	11 981

No new cases of irregular expenditure were reported during the period under review.

Details of current and previous year disciplinary or criminal steps taken because of irregular expenditure.

- The investigation in respect of R 2 000 reported during the previous period is still under investigation.
- No further disciplinary or criminal steps have been undertaken during the year under review in respect of irregular expenditure.
- The amount of R 3, 043 m have been condoned by National Treasury.
- An amount of R 2, 457 m was not condoned by National Treasury and is being considered by the Accounting Officer for removal.
- The remaining irregular expenditure of R 384 k. is being investigated.

21. Fruitless and wasteful expenditure

	2024 R' 000	2023 R' 000
Opening balance	1 694	1 693
Under assessment, determination and or investigation		1
Transferred to receivables		
Written off irrecoverable		
Closing balance	1 694	1 694

Details of current and previous year disciplinary or criminal steps taken because of fruitless and wasteful expenditure

- Two officials were subjected to disciplinary hearings. One official was suspended one month without salary. The other official was suspended for three months without salary.
- Nor further disciplinary or criminal steps were taken.

22. Procurement by other means: Format of disclosure

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract
None				

23. Contract variations and expansions: Format of disclosure.

Project description	Name of supplier	Contract modification type (expansion or variation)	Contract number	Original contract value	Value of previous expansions or variations (if applicable)	Value of current contract, expansion, or variation
National Initiation Indaba	Uni Africa translations holdings	Expansion	N/A	R 333 200.00	R 0.00	R 396 000.00



**PART F:
FINANCIAL
INFORMATION**

Report of the Auditor-General to Parliament on the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the CRL Rights Commission set out on pages 104 to 128, which comprise the statement of financial position as at 31 March 2024, financial performance, statement of changes in net assets, cash flow statement and statement of comparison of budget information with actual information for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the CRL Rights Commission as at 31 March 2024 and financial performance and cash flows for the year then ended in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) and the requirements of the Finance Management Act¹ of 1999 (PFMA).

Basis for opinion

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

Responsibilities of the accounting officer for the financial statements

6. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the GRAP and the requirements of the PFMA; and for such internal control as the [party responsible] determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
7. In preparing the financial statements, the accounting officer is responsible for assessing the constitutional institution's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the constitutional institution or to cease operations or has no realistic alternative but to do so.

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

8. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error; and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
9. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located at page 101, forms part of our auditor's report.

Report on the audit of the financial statements

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

Programme	Page numbers	Purpose
Programme 2: Legal Services and Conflict Resolution	27 and 60	<ol style="list-style-type: none"> 1. Resolution of conflict among and within cultural, religious and linguistic communities 2. Provision of legal advice and opinions to the Commission; and to the public on cultural, religious and linguistic rights. 3. Review of Bills and legislation that impacts on the rights of CRL communities (and mandate). Discover and comment on Bills before Parliament.

12. I evaluated the reported performance information for the selected programme against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the constitution institution’s planning and delivery on its mandate and objectives.
13. I performed procedures to test whether:
 - the indicators used for planning and reporting on performance can be linked directly to the constitutional institutions mandate and the achievement of its planned objectives
 - all the indicators relevant for measuring the constitutional institution’s performance against its primary mandated and prioritised functions and planned objectives are included
 - the indicators are well defined to ensure that they are easy to understand and can be applied consistently, as well as verifiable so that I can confirm the methods and processes to be used for measuring achievements
 - the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated
 - the indicators and targets reported on in the annual performance report are the same as those committed to in the approved initial or revised planning documents
 - the reported performance information is presented in the annual performance report in the prescribed manner and is comparable and understandable.
 - there is adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets.
14. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion or conclusion.
15. The material findings on the reported performance information for the selected programme.

Programme 2 – Legal services and conflict resolution

Indicator	Target
The percentage of complaints/ handled per annum	80% of new complaints handled annually

16. The indicator was not clearly defined during the planning process. The performance indicator did not have a clear unambiguous definition and/defined so that data can be collected consistently. Consequently, the indicator is not useful for measuring and reporting on progress against planned objectives.

Report on compliance with legislation

17. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting officer is responsible for the constitutional institution’s compliance with legislation.
18. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.
19. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the [type of auditee], clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor’s report.
20. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

Procurement and contract management

21. The preference point system was not applied in procurement of goods and services as required by section 2(a) of the PPPFA and Treasury Regulation 16A6.3(b).

Other information in the annual report

22. The accounting officer is responsible for the other information included in the annual report, financial statements, the auditor’s report and those selected programmes presented in the annual performance report that have been specifically reported on in this auditor’s report.
23. My opinion on the financial statements, the report on the audit of the annual performance report and the report on compliance with legislation do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.
24. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected programme presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

Internal control deficiencies

25. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
The matters reported below are limited to the significant internal control deficiencies that resulted in the material findings on the annual performance report and the material findings on compliance with legislation included in this report.
26. Management did not adequately review and monitor compliance with applicable legislation and regulations and did not have sufficient monitoring controls to prevent irregular expenditure.
27. Leadership did not exercise oversight of financial and performance reporting and compliance and the related internal controls.

AUDITOR-GENERAL

Pretoria

31 July 2024



AUDITOR-GENERAL
SOUTH AFRICA

Auditing to build public confidence

Auditing to build public confidence

Annexure to the auditor's report

The annexure includes the following:

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

Auditor-general's responsibility for the audit

Professional judgement and professional scepticism

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

Financial statements

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

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

Communication with those charged with governance

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

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

Compliance with legislation – selected legislative requirements

The selected legislative requirements are as follows:

Legislation	Sections or regulations
Public Finance Management Act 1 of 1999 (PFMA) and regulations and instructions issued in terms of the act.	Sections 38(1)(a)(iv); 38(1)(b); 38(1)(c)(ii); 38(1)(d); Sections 38(1)(h)(iii); 40(1)(a) - (c)(i); Sections 44; 45(b); 51(1)(a)(iv); 57(b)
Preferential Procurement Policy Framework Act 5 of 2000 and regulations and instructions issued in terms of the act	Sections 1(i); 2.1(a),(b) and (f)
State Information Technology Agency Act 88 of 1998 and regulations issued in terms of the act.	Section 7(3)
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)
The Constitution of the Republic of South Africa 1996	Chapter 2 – Bill of rights

Accounting Officer's Responsibilities and Approval

The Accounting Officer is required by the Public Finance Management Act (Act 1 of 1999), to maintain adequate accounting records and is responsible for the content and integrity of the annual financial statements for the year ended 31 March 2024 and related financial information included in this report. It is the responsibility of the Accounting Officer to ensure that the financial statements fairly present the state of affairs of the entity and the results of its operations and cash flows for the period. The Auditor General is engaged to perform an independent review on the annual financial statements and has been given unrestricted access to all financial records and related data.

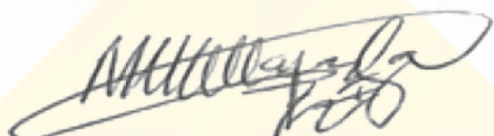
The annual financial statements have been prepared in accordance with Standards of Generally Recognised Accounting Practice (GRAP) including any interpretations, guidelines and directives issued by the Accounting Standards Board.

The annual financial statements are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Accounting Officer acknowledges that he is ultimately responsible for the system of internal financial control established by the CRL Rights Commission and place considerable importance on maintaining a strong control environment. To enable the Accounting Officer to meet these responsibilities, the Audit and Risk Committee members 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 CRL Rights Commission and all employees are required to maintain the highest ethical standards in ensuring the Commission's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the CRL Rights Commission is on identifying, assessing, managing and monitoring all known forms of risk across the CRL Rights Commission. While operating risk cannot be fully eliminated, the CRL Rights Commission endeavours to minimise the possible impact of loss by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Accounting Officer is of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the annual financial records may be relied on for the preparation of the annual financial statements for the year ended 31 March 2024. However, any system of internal financial control can only provide reasonable, and not absolute, assurance against material misstatement or loss.

The Accounting Officer has reviewed the entity's cash flow forecast for the year ending 31 March 2025 and, in the light of this review and the current financial position, is satisfied that the CRL Rights Commission has adequate resources to continue in operational existence for the foreseeable future. The CRL Rights Commission is entirely dependent on government funding for continued operations. The annual financial statements are prepared on the basis that the CRL Rights Commission is a going concern and that the CRL Rights Commission has no intention to curtail materially the scale of its operations. Although the Accounting Officer is primarily responsible for the financial affairs of the CRL Rights Commission he is supported by the CRL Rights Commission's internal auditors and management.



TE Mafadza
Chief Executive Officer

Statement of Financial Position as at 31 March 2024

	Note	2024 R'000	2023 R'000
Assets			
Current Assets			
Trade and other receivables from exchange transactions	7	447	128
Prepayments	6	175	1 370
Cash and cash equivalents	8	25 283	19 677
		25 905	21 175
Non-Current Assets			
Property, plant and equipment	3	3 704	3 806
Intangible assets	4	29	380
Trade and other receivables from exchange transactions	7	-	332
		3 733	4 518
Total Assets		29 638	25 693
Liabilities			
Current Liabilities			
Operating lease liability	5	205	455
Trade and other payables from exchange transactions	11	1 616	650
Provisions	10	1 110	886
		2 931	1 991
Non-Current Liabilities			
Operating lease liability	5	-	83
Total Liabilities		2 931	2 074
Net Assets		26 707	23 620
Accumulated surplus	9	26 707	23 620
Total Net Assets		29 638	25 693

Statement of Financial Performance for the year ended 31 March 2024

	Note	2024 R'000	2023 R'000
Revenue			
Revenue from exchange transactions			
Other income	12	1 562	1 628
Transfer revenue from non-exchange revenue			
Transfer from the Department of Cooperative Governance and Traditional Affairs	13	46 998	46 818
Total revenue		48 560	48 446
Expenditure			
Employee costs	14	(26 974)	(25 929)
Depreciation and amortisation	15	(1 184)	(1 207)
Administrative expenditure	17	(5 290)	(3 863)
Auditors fees	18	(1 998)	(1 574)
Other operating expenses	16	(10 027)	(10 672)
Total expenditure		(45 473)	(43 245)
Surplus for the year		3 087	5 201

Statement of Changes in Net Assets

	2024 R'000	2023 R'000
Balance at 01 April 2022	18 419	18 419
Surplus for the year	5 201	5 201
Total recognised in income and expenses for the year	5 201	5 201
Balance at 01 April 2023	23 620	23 620
Surplus for the year	3 087	3 087
Total recognised in income and expenses for the year	3 087	3 087
Balance at 31 March 2024	26 707	26 707

Cash Flow Statement

	Note	2024 R'000	2023 R'000
Cash flows from operating activities			
Receipts			
Proceeds from insurance		-	515
Disposal income		-	67
Cash receipts from transfer payments	13	46 998	46 818
Interest received	12	1 527	858
		48 525	48 258
Payments			
Employee costs		(26 629)	(23 045)
Suppliers		(15 556)	(20 065)
		(42 185)	(43 110)
Net cash flows from operating activities	19	6 340	5 148
Cash flows from investing activities			
Purchase of property, plant and equipment	3	(734)	(1 554)
Net increase/(decrease) in cash and cash equivalents		5 606	3 594
Cash and cash equivalents at the beginning of the year		19 677	16 083
Cash and cash equivalents at the end of the year	8	25 283	19 677

Statement of Comparison of Budget and Actual Amounts

Budget on Cash Basis

	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference
Figures in thousands	R	R	R	R	R	

Statement of Financial Performance

Revenue

Revenue from non-exchange transactions

Other income	388	-	388	1 562	329 %	1.
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Transfer revenue

Transfer from the Department of Cooperative Governance and Traditional Affairs	46 998	-	46 998	46 998	-	
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Total revenue from exchange and non-exchange transactions	47 386	-	47 386	48 560	-	
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Expenditure

Personnel	(30 936)	-	(30 936)	(26 974)	12%	2.
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Depreciation and amortisation	(1 184)	-	(1 184)	(1 184)	0	
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Administrative expenditure	(3 962)	-	(3 962)	(5 290)	-32%	3.
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Operating Expenditure	(10 850)	-	(10 850)	(10 027)	8%	4.
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Audit fees	(1 632)	-	(1 632)	(1 998)	-22%	5.
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Total expenditure	(48 564)	-	(48 564)	(45 473)	0	
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Actual amount on Comparable - Basis As Presented in the Budget and Actual Comparative Statement	-	-	-	3 087	-	
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	-	-	-	-	-	
	-	-	-	-	-	

Analysis of variances

1. Other income

Finance income

The increase in investment was due to interest earned in cash held due to less expenditure incurred during the reporting period and prior reporting period.

Assets taken at fair value.

Assets taken at fair value represents portion of market value of the cellphones which was not paid for by the Commission.

2. The 12% under expenditure in employee costs is due to approved positions of Manager - Public Education, Manager - HR and - Legal Service not filled for financial period under review and other vacancies.

3. The over expenditure of 32% on administrative expenses was due to increase in, stationary & printing and venues & facilities during the financial period under review.

4. The 8% savings on operating expenses was due to a lower operating activity in, cell phones expenses, cons & specs and licence in particular.

5. The 22% overexpenditure on external auditing was due to early billing by Auditor General during this financial year.

Accounting Policies

1. Presentation of Annual Financial Statements.

1.1 Basis of preparation

The annual financial statements have been prepared in accordance with Generally Recognised Accounting Practice (GRAP), issued by the Accounting Standards Board in accordance with Section 89 of the Public Finance Management Act (Act No. 1 of 1999, as amended).

Accounting policies for material transactions, events or conditions not covered by the GRAP reporting framework have been developed in accordance with paragraphs 8, 10 and 11 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 the historical cost convention, except for the cash flow information, which is prepared on a cash basis, unless specifically stated otherwise.

The principal accounting policies adopted in the preparation of these financial statements are set out below.

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 annual financial statements, unless otherwise explicitly stated. The details of any changes in accounting policies are explained in the relevant policy.

1.2 Critical Judgements and Key Sources of Estimation Uncertainty

The CRL Rights Commission makes estimates and assumptions that affect the reported amounts of assets and liabilities within the current and subsequent financial years. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements made includes provisions for leave credits and estimations in respect of the useful life values of property, plant and equipment. The method of calculation applied in respect of provisions is disclosed in accounting policy 1.11.

1.3 Basis of preparations

The annual financial statements have been prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP), issued by the Accounting Standards Board in accordance with Section 91(1) of the Public Finance Management Act (Act 1 of 1999).

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

1.4 Presentation currency

These financial statements are presented in South African Rand since it is the currency in which the majority of the CRL Rights Commission's transactions are denominated. The amounts disclosed in the financial statements have been rounded off to the nearest thousand Rand.

1.5 Exchange revenue

Revenue is the gross inflow of economic benefits or service potential during the reporting period when those inflows result in an increase in net assets.

Interest income

Exchange revenue constitute interest earned on bank accounts as a result of positive bank balances.

Interest income is recognised on an accrual basis throughout the year, taking into account the cash on hand in approved bank accounts of the CRL Rights Commission using the effective rate.

Accounting Policies

1.6 Non-exchange revenue

Transfer

The CRL Rights Commission recognises transfers at the date when funds are deposited in the bank account of the CRL Rights Commission. The CRL Rights Commission receives its budget allocation in the form of transfer payments through the budget vote of the Department of Co-operative Governance and Traditional Affairs. Revenue from non - exchange transactions are generally recognised to the extent that the related receipt or receivable qualifies for recognition as an asset and there is no liability to pay back the amount.

1.7 Leases

Leases are classified as a finance leases where substantially all the risks and rewards associated with ownership of an asset are transferred to the CRL Rights Commission.

Leases in which a significant portion of the rights and rewards of ownership are retained by the lessor are classified as operating leases.

As Lessee

Property, plant and equipment subject to finance lease agreements are capitalised at their cash cost equivalent. Corresponding liabilities are included in the Statement of Financial Position as finance lease obligations. The cost of the item of property, plant and equipment is depreciated at appropriate rates on the straight-line basis over its estimated useful life. Lease payments are allocated between the lease finance cost and the capital repayment using the effective interest rate method. Lease finance costs are expensed when incurred.

Operating leases are those leases that do not fall within the scope of the above definition. Operating leases are recognised on the straight-line basis over the term of the relevant lease.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis, except where another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

Operating leases - lessor

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

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

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

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. The difference between the amounts recognised as an expense and the contractual payments are recognised as an operating lease asset or liability.

Accounting Policies

1.8 Property, plant and equipment

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

Property, plant and equipment are initially recognised at cost on its acquisition date. The cost of an item of property, plant and equipment is the purchase price and other costs attributable to bring the asset to the location and condition necessary for it to be capable of operating in the manner intended by the CRL Rights Commission. Trade discounts and rebates are deducted in arriving at the cost. The cost also includes the necessary costs of dismantling and removing the asset and restoring the site on which it is located.

Where an asset is acquired by the CRL Rights Commission for no amount or nominal consideration through a non-exchange transaction, its cost is deemed to be equal to the fair value of that asset on the date acquired.

The cost of an item of property, plant and equipment acquired in exchange for non-monetary assets or monetary asset, or a combination of monetary asset and non-monetary assets is measured at fair value of an asset given up, unless the fair value of the asset received is more clearly evident. If the acquired item could not be measured at its fair value, its cost is measured at the carrying amount of the assets given up.

Subsequent expenditure relating to property, plant and equipment is capitalised if it is probable that the future economic benefits or potential service delivery associated with subsequent expenditure will flow to the entity and the cost or fair value of subsequent expenditure can be reliably measured. Subsequent expenditure incurred on an asset is only capitalised when it increases the capacity or future economic benefits associated with the asset. Where the entity replaces parts of an asset, it derecognises the part being replaced and capitalises the new component.

Subsequent measurement

Property, plant and equipment are measured at cost, less accumulated depreciation and accumulated impairment.

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

Depreciation

Land is not depreciated as it is regarded as having unlimited life. Depreciation on assets other than land is calculated using the straight line - method, to allocate their cost or revalued amounts less their residual values over the estimated useful lives of the assets. The depreciation method used reflects the pattern in which the assets' future economic benefits or service potential are expected to be consumed by the entity.

The CRL Rights Commission re-assesses the useful lives and residual value of property, plant and equipment annually. Management considers the expected useful lives of the individual asset, to determine the remaining period over which the asset is expected to be used. Residual value is determined only in respect of motor vehicles at 20% of cost.

The depreciation rates are based on the following estimated useful life.

Item	Useful Lives/(Years)
Furniture and fixtures	15 years
Motor vehicles	10 years
Office equipment	8 years
Computer equipment	6 years
Leasehold improvements	Period of the lease
Mobile communication devices	2 years

The useful life and depreciation method of each asset in an asset class is reviewed at the end of each reporting date. The CRL Rights Commission re-assesses the useful life of the property, plant and equipment annually for any indication that the CRL Rights Commission's expectations have changed. If the expectation differs from previous estimates, the change is accounted for as a change in accounting estimate.

Accounting Policies

1.8 Property, plant and equipment (continued)

De-recognition of assets

An asset is de-recognised and withdrawn from service due to impairment or when the asset is replaced due to it reaching the end of its useful life. The CRL Rights Commission is not a profit making institution and does not therefore use any of its assets with the objective to generate commercial gain.

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

1.9 Impairment of non-cash generating assets

The CRL Rights Commission assess assets to be cash generating, when the asset is used with the objective to generate commercial return. The CRL Rights Commission assess assets to be a non-cash generating asset when the asset is not used with the objective to generate commercial return. Commercial return means that positive cash flows are expected to be significantly higher than the cost of the asset.

Recognition and measurement

At the end of each reporting date, the condition of non-cash generating assets is reviewed to determine whether there is an indication of impairment or reversal of impairment. If such indication exist, the recoverable service amount of the asset is estimated in order to determine the extent of impairment loss, if any.

Where the recoverable service amount is less than the carrying amount, the carrying amount of the asset is reduced to the recoverable service amount. The reduction is recognised as an impairment loss. An impairment loss is recognised immediately in the Statement of Financial Performance. Recoverable service amount of a non-cash generating asset is the higher of the fair value less cost to sell, and its value in use as estimated.

Assets held by the CRL Rights Commission are classified as non cash-generating assets, as they are not utilised with the objective of generating commercial return.

The CRL Rights Commission assesses all its tangible and intangible assets at reporting date to determine whether there is any indication that an asset may be impaired. If there is any indication that the asset may be impaired the recoverable service amount is estimated for the individual asset. The recoverable service amount is calculated as depreciated replacement cost. Depreciated replacement cost is calculated as the replacement cost of the asset less depreciation in line with the useful life expired for the asset.

Reversal of impairment loss

The CRL Rights Commission assess at each reporting date whether there is any indication that an impairment loss recognised in prior periods for an asset may no longer exist or may have decreased. If any such indication exists, the CRL Rights Commission estimates the recoverable service amount of that asset.

An impairment loss recognised in prior periods on an asset is reversed if there has been a change in the estimates used to determine the asset's recoverable service amount since the last impairment loss was recognised. The carrying amount of the asset is increased to its recoverable service amount. The increase is a reversal of an impairment loss.

A reversal of an impairment loss for an asset is recognised immediately in the statement of financial performance.

In allocating a reversal of an impairment loss for a non-cash generating unit, the carrying amount of an asset is not increased above the lower of:

- its recoverable service amount; and
- the carrying amount that would have been determined (net of amortisation or depreciation) had no impairment loss been recognised for the asset in prior periods.

Accounting Policies

1.10 Intangible assets

Recognition

An intangible asset is recognised when:

- it is probable that the economic benefit associated with the asset will flow to the CRL Rights Commission; and
- the cost of an asset or its value can be measured reliably.

The cost of an intangible asset is calculated at the value at which the asset was purchased.

Initial measurement

Intangible assets are initially measured at cost. The cost of an intangible asset is the purchase price and other costs attributable to bring the intangible asset to the location and condition necessary for it to be capable of operating in the manner intended by the CRL Rights Commission, or where an intangible asset is acquired at no cost, or nominal cost, the cost shall be its fair value as at the date of acquisition. Trade discounts and rebates are deducted in calculating the cost.

Intangible assets acquired separately or internally generated are reported at cost less accumulated amortisation and accumulated impairment losses.

Subsequent measurement

Amortisation is calculated on cost, using the straight line method, over the useful lives of assets, which is 10 years upon initial recognition. Where intangible assets are deemed to have an indefinite useful life, such intangible assets are not amortised.

The estimated useful life, residual values and amortisation method are assessed at each reporting date on an indicator basis. Amortisation of an asset commences when the asset is ready for its intended use.

The useful lives of intangible assets have been assessed as follows:

Item	Useful life
Computer software	10 years
Office 365	3 years

De-recognition of intangible assets

An intangible asset is derecognised when the separate item of intangible asset is disposed off or withdrawn from service or replaced. The gain or loss from de-recognition of intangible assets are determined as the difference between the proceeds, if any, and carrying amount of the item.

The gain or loss arising from de-recognition of an intangible asset is included in surplus or deficit when the asset is derecognised.

The useful lives and amortisation method of intangible assets are assessed on an annual basis. The residual value of intangible assets is assumed to be zero.

1.11 Financial instruments

The CRL Rights Commission shall recognise a financial asset or a financial liability in its Statement of Financial Position when, the CRL Rights Commission becomes a party to the contractual provisions of the instrument. Financial assets carried on the Statement of Financial Position includes cash and cash equivalents, and trade and other receivables.

Initial measurement

When a financial asset or financial liability is recognised initially, the CRL Rights Commission shall measure it at its fair value, plus in the case of a financial asset or a financial liability not subsequently measured at fair value cost, transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability.

Accounting Policies

1.11 Financial instruments (continued)

Subsequent measurement

The CRL Rights Commission measures all financial assets and financial liabilities after initial recognition using the following categories:

- financial instruments at fair value;
- financial instruments at amortised cost; and
- financial instruments at cost.

Impairment

The CRL Rights Commission shall assess at the end of each reporting period whether there is any objective evidence that an impairment loss on the financial asset measured at amortised cost has been incurred. If any evidence exists, the CRL Rights Commission shall determine the amount of any impairment loss. The amount of impairment loss is measured as the difference between the carrying amount of a financial asset and present value of estimated future cash flows (excluding future credit losses that have been incurred) discounted at the financial asset's original effective interest rate. The carrying amount of the asset shall be reduced through the use of an allowance account. The amount of the loss shall be recognised in the surplus or deficit.

De-recognition

The CRL Rights Commission derecognises financial asset when:

- the contractual rights to cash flows from the financial asset expire, are settled or waived;
- the CRL Rights Commission transfers to another party substantially all of the risks and rewards of ownership of the financial asset; or
- the CRL Rights Commission, despite having retained some significant risks and rewards of ownership of a financial asset, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party, and is able to exercise that ability unilaterally and without needing to impose additional restriction on the transfer.

Measurement

Financial instruments are initially measured at fair value, which includes transaction costs. Subsequent to initial recognition these instruments are measured as set out below.

Financial assets

The CRL Rights Commission's principal financial assets are cash and equivalents, and trade and other receivables.

Cash on hand and cash equivalents are short term, highly liquid investments that are held with registered banking institutions with maturities of three months or less and are subject to insignificant interest rate risk.

Cash and cash equivalents, and trade and other receivables are measured at amortised cost.

Financial liabilities

The CRL Rights Commission's principal financial liabilities are trade and other payables. The trade and other payables do not bear interest and are stated at amortised cost.

Accounting Policies

1.12 Provisions

Recognition

The CRL Rights Commission recognises a provision when a present legal or constructive obligation exists as a result of past events, and it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Measurement

The amount recognised as a provision shall be the best estimate of expenditure required to settle the obligation at reporting date.

Leave provision

Leave provision is calculated on the liability for leave credits due to each member as at the reporting date. Leave provision for employees who are on structured salary is calculated by dividing the monthly salary at cost to company by average monthly working days multiplied by the leave days that has actually accrued to that employee.

Leave provision for employees that are not on a structured salary package is calculated by dividing monthly basic salary by average working monthly days multiplied by actual leave credits that have been accrued to the employee. An additional 37% is added in lieu of benefits. The leave provision is utilised by the leave being taken or the actual leave value paid out to the employee.

Change of provision

Provisions are reviewed at each reporting date and adjusted to reflect the current best estimate. If it is no longer probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation, the provision shall be reversed.

1.13 Employee benefits

Contributions to the defined contribution retirement plan and defined benefit retirement plan are charged to the Statement of Financial Performance in the year in which they relate. The CRL Rights Commission has no legal or constructive obligation to pay further contributions in respect of the provident fund once the contributions have been paid because the provident fund is a defined contribution plan. The pension fund is a state plan and is accounted for as a defined contribution plan. Additional contribution to the plan is the responsibility of the state and not of the CRL Rights Commission.

The actual cost of short-term employee benefits, such as vacation leave and sick leave, bonuses and non-monetary benefits are recognised in the period in which the service is rendered. The expected cost of compensated absence is recognised as an expense in the Statement of Financial Performance as the employee renders service that increase their entitlement.

State plan

The CRL Rights Commission classifies the state plan as a defined benefit plan under the terms of the plan (including any constructive obligation that goes beyond the formal terms). When sufficient information is not available to use defined benefit accounting for the plan, the CRL Rights Commission account for the plan as if it was a defined contribution plan.

Staff members of the CRL Rights Commission by means of election belong to a defined benefit plan which is managed by the Government Employee Pension Fund. Sufficient information in the form of actuarial calculations relating to the CRL Rights Commission's employees is not available as the employees are part of a larger pension fund plan managed by the Government Employee Pension Fund. Therefore, the defined benefit plan is disclosed as a defined contribution plan.

1.14 Going concern assumption

The CRL Rights Commission is considered a going concern due to its status as a Constitutional Institution. Detail in respect of the going concern status of the CRL Rights Commission is disclosed in "note 21".

1.15 Related parties

Only transactions with related parties that do not arise in the ordinary course of business are disclosed.

Accounting Policies

1.15 Related parties (continued)

Transactions with key management personnel are recognised as related party transactions. Key management personnel is defined as being individuals with the authority and responsibility for planning, directing and controlling activities of the CRL Rights Commission. All individuals from the level of Senior Manager and Commissioners are regarded as key management in terms of the definition of the financial reporting standards. Senior Manager's and Commissioner's remuneration is disclosed in note 20.

Close family members of key management are considered to be those family members who may be expected to influence, or be influenced by the key management individuals, in their dealings with the entity.

Transactions outside the normal cause of business with related parties are disclosed, recognised and accounted for at actual cost.

The Department of Cooperative Governance and Traditional Affairs and CRL Rights Commission in the context of national sphere of government in terms of GRAP 20 'Related party transactions are considered related parties and has been disclosed as such in note 26.

1.16 Fruitless and wasteful expenditure

Fruitless and wasteful expenditure is expenditure that was made in vain and would have been avoided had reasonable care been exercised. Fruitless and wasteful expenditure is accounted for as expenditure in the Statement of Financial Performance and where recovered, it is subsequently accounted for as other income in the Statement of Financial Performance.

1.17 Budget information

General purpose financial reporting by the entity shall provide information on whether resources were obtained and used in accordance with the legally adopted budget.

The approved budget is prepared on a cash basis and presented by programmes linked to performance outcome objectives.

The approved budget and final budget for the fiscal period from 2023/04/01 to 2024/03/31 is presented in the annual financial statements. The approved budget apply to the CRL Rights Commission only.

A comparison between the surplus for the year as per the Statement of Financial Performance and the budget is included in the Statement of Comparison of Budget and Actual Amounts.

1.18 Irregular expenditure

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

1.19 Prepayments

The CRL Rights Commission discloses material payments made in advance on goods or services to be acquired. Prepayments are accounted for as current assets if the goods or services are to be delivered within one year from reporting date and as long term assets if goods or services are to be delivered beyond one year as per note 6.

1.20 Events after reporting date

Events after the reporting date that came to the attention of management are reported in note 27.

Notes to the Annual Financial Statements

2. New standards and interpretations

2.1 Standards and interpretations issued, but not yet effective

The CRL Rights Commission has not applied the following standards and interpretations, which have been published and are mandatory for the CRL Rights Commission's accounting periods beginning on or after 01 April 2024 or later periods: :

Standard/ Interpretation:	Effective date: Years beginning on or after	Expected impact
• GRAP 104 (as revised): Financial Instruments	01 April 2025	Impact is currently being assessed

Notes to the Annual Financial Statements

3. Property, plant and equipment

	2024 R' 000			2023 R' 000		
	Cost	Accumulated depreciation	Carrying value	Cost	Accumulated depreciation	Carrying value
Mobile Communication devices	131	(90)	41	120	(27)	93
Furniture and fixtures	2 383	(1 749)	634	2 383	(1 639)	744
Motor vehicles	1 609	(168)	1 441	996	(48)	948
Office equipment	2 493	(1 623)	870	2 496	(1 367)	1 129
Computer equipment	1 916	(1 198)	718	1 845	(969)	876
Leasehold improvements	1 001	(1 001)	-	1 001	(985)	16
Total	9 533	(5 829)	3 704	8 841	(5 035)	3 806

Reconciliation of property, plant and equipment - 2024

	Opening balance	Additions	Disposals	Depreciation	Total
Mobile communication devices	93	11	-	(63)	41
Furniture and fixtures	744	-	-	(110)	634
Motor vehicles	948	652	-	(159)	1 441
Office equipment	1 129	-	(3)	(256)	870
Computer equipment	876	71	-	(229)	718
Leasehold improvements	16	-	-	(16)	-
	-	-	-	-	-
	3 806	734	(3)	(833)	3 704

Notes to the Annual Financial Statements

3. Property, plant and equipment (continued)

Reconciliation of property, plant and equipment - 2023

	Opening balance	Additions	Disposals	Depreciation	Total
Mobile communication devices	20	120	-	(47)	93
Furniture and fixtures	854	-	-	(110)	744
Motor vehicles	740	758	(527)	(23)	948
Office equipment	764	604	-	(239)	1 129
Computer equipment	1 133	72	(11)	(318)	876
Leasehold improvements	33	-	-	(17)	16
	3 544	1 554	(538)	(754)	3 806

There are no encumbrances or restrictions on property, plant and equipment.

There are no encumbrances or restrictions on property, plant and equipment.

The asset register is available for inspection at the registered offices of CRL Rights Commission.

There are no contractual commitments on property, plant and equipment at financial year end.

Repairs and maintenance in respect of property, plant and equipment are disclosed in note 16.

There are fully depreciated property, plant and equipment which are still in use.

4. Intangible assets

	2024			2023		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software	132	(103)	29	162	(112)	50
Office 365	-	-	-	1 098	(768)	330
Total	132	(103)	29	1 260	(880)	380

Reconciliation of intangible assets - 2024

	Opening balance	Amortisation	Total
Computer software	50	(21)	29
Office 365	330	(330)	-
	380	(351)	29

Notes to the Annual Financial Statements

	2024 R'000	2023 R'000
Reconciliation of intangible assets - 2023		
	Opening balance	Amortisation
		Total
Computer software	66	(16)
Office 365	769	(439)
	835	(455)
		380

There are no contractual commitments on intangible assets at year end.

The asset register is available for inspection at the registered office of CRL Rights Commission. There are no encumbrances on intangible assets.

5. Operating lease liability

Non Current portion

Building	-	75
Parking	-	8
	-	83

Current portion

Building	188	410
Parking	18	45
	206	455

6. Prepayments

Current portion

Software for accounting CaseWare annual licence	-	96
Software for accounting and payroll annual licence	-	175
Building and parking operating lease payments	-	281
Training	-	23
Microsoft Office 365	153	795
Insurance premiums	22	-
	175	1 370

Prepayments are made in respect of contractual obligations that the CRL Rights Commission is committed to through normal procurement processes.

7. Receivables from exchange transactions

Deposits (Landlord)	332	332
Receivable from third parties	11	51
Accrued income	104	77
	447	460
Non-current assets	-	332
Current assets	447	128
	447	460

Notes to the Annual Financial Statements

	2024 R'000	2023 R'000
8. Cash and cash equivalents		
Cash and cash equivalents consist of:		
Cash on hand	3	2
Call deposit account balance	24 592	19 664
Demand deposit account balance	688	11
	25 283	19 677

All funds of the CRL Rights Commission are held with First National Bank Of South Africa.
All funds are available for use by CRL Rights Commission and there are no restricted funds.
There is no encumbrances on cash and cash equivalents held by the Commission.

9. Accumulated surplus

Accumulated surplus - 2024

	Accumulated surplus	Total
Opening balance	23 620	23 620
Net surplus	3 087	3 087
	26 707	26 707

Accumulated surplus - 2023

	Accumulated surplus	Total
Opening balance	18 419	18 419
Net surplus	5 201	5 201
	23 620	23 620

10. Provisions

Reconciliation of provisions - 2024

	Opening Balance	Additions	Utilised during the year	Total
Provision for leave pay	886	1 110	(886)	1 110

Reconciliation of provisions - 2023

	Opening Balance	Additions	Utilised during the year	Total
Provision for leave pay	1 019	886	(1 019)	886

Majority of employees did not utilise accumulated leave credits, resulting in an increase in leave provision. The leave provision for the current year is higher, resulting in an increase in employee cost of R224 000.

Notes to the Annual Financial Statements

	2024 R'000	2023 R'000
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11. Payables from exchange transactions

Trade payables	1 113	161
Accrued bonuses	503	479
Payroll liabilities	-	10
	1 616	650

12. Other income - exchange transactions

The amount included in revenue arising from exchange of goods or services are as follows:

Finance income	-	-
Finance income from bank accounts - Cash	1 450	858
Finance income from bank accounts - Accrued	104	77
Asset taken at fair value	8	90
Proceeds from insurance	-	536
Disposal income	-	67
	1 562	1 628

13. Revenue from non-exchange transactions

Transfer from the Department of Co-operative Governance and Traditional Affairs	46 998	46 818
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14. Employee costs

Basic salary	16 465	15 445
Commissioners remuneration	2 079	2 187
Unemployment Insurance fund	76	77
Skills development levy	212	203
Other non pensionable allowances	6 294	6 237
Sub-total	25 126	24 149
Pension fund - Defined benefit plan	888	790
Provident fund - Contribution benefit plan	960	990
Sub-total	1 848	1 780
	26 974	25 929
Staff compliment	35	36

Remuneration of the Chairperson and the Deputy Chairperson is included in the normal employee cost, but it has been disclosed with the Commissioners remuneration in the related party transactions in note 26.

15. Depreciation and amortisation

Depreciation and amortisation costs	1 184	1 207
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Notes to the Annual Financial Statement

	2024 R'000	2023 R'000
16. Other operating expenditure		
Software licenses	1 638	776
Consulting and professional fees	1 082	687
Computer expenses	426	717
Operating lease	3 292	3 176
Travel and subsistence allowance	2 834	3 187
Marketing	60	657
Repairs and maintenance	240	322
Communication and courier cost	225	380
Staff training and development	90	122
Loss on disposal of assets	19	538
Bad debts written off	-	-
Advert Tender and related expenses	-	69
Photographic expense	121	44
	10 027	10 675
17. Administrative expenses		
Recruitment advertisement	44	14
Internal auditing	924	957
Insurance	89	2
Legal expenses	233	75
Catering	471	539
Stationary and printing	899	420
Venues and facilities	1 715	905
Bank charges	19	18
Water and electricity	32	28
Municipal charges	60	41
Common area electricity	581	634
Rates and Taxes	223	229
Interest paid	-	1
	5 290	3 863
18. Auditors' Fees		
Fees	1 998	1 574
19. Cash generated from operations		
Surplus	3 087	5 201
Adjustments for:	1 184	1 207
Depreciation and amortisation		
Loss on disposal of assets	19	538
Increase in provisions	(224)	(133)
Income accrued	(104)	-
Asset taken on at fair value	(8)	-
Bonus accruals	(120)	-
(Decrease) /Increase in prepayments	1 195	469
Changes in working capital:	13	42
Receivables from exchange transactions		
Decrease/(Increase) in payables from exchange transactions	966	(1 984)
Increase /(Decrease) in operating lease liabilities	332	(192)
	6 340	5 148

Notes to the Annual Financial Statements

20. Commissioners and prescribed officer's emoluments

Commissioners

2024

	Appointment date	Basic salary	Structured Salary	Provident funds	Other benefit	Fees	Total
DL Mosoma (Chairperson)	2019/07/01	829	648	-	47	47	1 524
SM Pheto (Deputy Chairperson)	2019/07/01	705	443	113	70	-	1 331
M Abudroaf	2019/07/01	-	-	-	1	203	204
T Mosala	2019/07/01	-	-	-	3	321	324
NV Tyamzashe	2019/07/01	-	-	-	-	119	119
RS Schoeman	2019/07/01	-	-	-	69	-	69
S Dlamini	2019/07/01	-	-	-	187	228	415
FS Khama	2019/07/01	-	-	-	-	368	368
RT Kgatla	2019/07/01	-	-	-	18	230	248
RD Botha	2019/07/01	-	-	-	30	360	390
		1 534	1 091	113	425	1 829	4 992

2023

	Appointment date	Basic salary	Structured Salary	Provident funds	Other benefit	Fees	Total
DL Mosoma (Chairperson)	2019/07/01	813	474	-	15	-	1 302
SM Pheto (Deputy Chairperson)	2019/07/01	691	357	104	73	-	1 225
M Abduroaf	2019/07/01	-	-	-	1	236	237
T Mosala	2019/07/01	-	-	-	1	280	281
NV Tyamzashe	2019/07/01	-	-	-	-	187	187
RS Schoeman	2019/07/01	-	-	-	-	118	118
S Dlamini	2019/07/01	-	-	-	138	163	301
FS Khama	2019/07/01	-	-	-	-	353	353
RT Kgatla	2019/07/01	-	-	-	6	215	221
RD Botha	2019/07/01	-	-	-	28	402	430
M Langa	2019/07/01	-	-	-	-	81	81
		1 504	831	104	262	2 035	4 736

* Vacancies that was created by commissioners that have resigned have not been filled.

Notes to the Annual Financial Statements

20. Commissioners and prescribed officer's emoluments (continued)

Audit and Risk Committee

2024

	Appointment Date	Other Benefits	Fees	Total
M Phiri (Chairperson)	2019/08/01	-	92	92
T Poee	2019/12/01	1	52	53
L Mangquku	2019/12/01	-	39	39
		1	183	184

2023

	Appointment Date	Other Benefits	Fees	Total
M Phiri (Chairperson)	2019/08/01	-	68	68
T Poee	2019/12/01	-	37	37
L Mangquku	2019/12/01	-	37	37
		-	142	142

Senior Management Emoluments

2024

	Appointment date	Basic salary	Structured salary	Pension/ Provident fund	Other benefits	Total
Chief Executive Officer						
TE Mafadza	2008/04/01	844	460	111	73	1 488
Chief Financial Officer CM Smts	2006/06/01	952	273	144	2	1 371
Senior Manage B Makeketa	2008/01/14	705	371	107	21	1 204
Senior Manager RM Mkholo	2016/12/01	715	376	108	1	1 200
		3 216	1 480	470	97	5 263

2023

	Appointment date	Basic salary	Structured salary	Pension/ Provident fund	Other benefits	Total
Chief Executive Officer						
TE Mafadza	2008/04/01	795	471	105	66	1 437
Chief Financial Officer CM Smuts	2006/06/01	896	291	137	-	1 324
Senior Manager B Makeketa	2008/01/14	724	417	111	21	1 273
Senior Manager RM Mkholo	2016/12/01	672	387	102	-	1 161
		3 087	1 566	455	87	5 195

* There were no transactions with related parties or individuals other than those disclosed above.

Notes to the Annual Financial Statements

	2024 R'000	2023 R'000
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21. Going concern

During the current 2024/ 2025 the medium term expenditure framework the CRL Rights Commission is allocated a baseline allocation of R 46 998 000. These financial statements have been prepared on a going concern basis because the existence of the CRL Rights Commission is protected in the Constitution of the Republic of South Africa.

There is no intention to change the shape and function of the CRL Rights Commission by parliament in the foreseeable future. Management considered the cash flow forecast for the year ending 31 March 2025 and in light of this review and the current financial position of the CRL Rights Commission, is satisfied that the Commission has sufficient resources to continue operations for the foreseeable future.

22. Irregular expenditure and fruitless and wasteful expenditure

Irregular expenditure	-	2
Fruitless and wasteful expenditure	-	1
Total	-	3

Notes to the Annual Financial Statements

	2024 R'000	2023 R'000
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23. Operating lease

The CRL Rights Commission rents premises with lease rental of R217 731.40 (R200 538.90 + R17 192.50) per month according to the lease agreement that commenced on 1 June 2019, with a lease term of five years. The escalation of the operational lease is set at 8% per annum.

Minimum lease payment - 2024	Within 1 year	Within 2 - 5 years	Total
Building	187	-	187
Parking	18	-	18
	205	-	205
Minimum lease payment - 2023	Within 1 year	Within 2 - 5 years	Total
Building	3 234	546	6 773
Parking	361	61	422
	3 595	607	7 195

24. Financial instruments

Financial risk management

Financial instruments consist of cash and cash equivalents, trade and other receivables and trade and other payables. There are no receivables that are past due and not impaired.

The cash deposits are held with First National Bank incorporated in South Africa.

Financial assets

Trade and other receivables	447	447
Cash and cash equivalents	25 283	25 283

Monthly maturity analysis of financial liabilities - 2024

	1-3 months	4-6 months	7-9 months	10-12 months	Total
Trade payables	1 113	-	-	-	1 113

Monthly maturity analysis of financial liabilities - 2023

	1-3 months	4-6 months	7-9 months	10-12 months	Total
Trade payables	161	-	-	-	161

Liquidity risk

The CRL Rights Commission has no financial liabilities that extend beyond twelve months.

Trade and other payables

The CRL Rights Commission is only exposed to liquidity risk in respect of maintaining sufficient cash to pay creditors as they become due. The CRL Rights Commission manages liquidity risk through ongoing review of future commitments.

Credit risk

Credit risk is managed by the use of accredited financial service providers as approved by National Treasury.

Credit risk consist mainly of cash deposits and cash equivalents. The CRL Rights Commission only deposit cash with a major bank with a credit rating of Baa2.

Notes to the Annual Financial Statements

	2024 R'000	2023 R'000
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24. Financial instruments (continued)

The CRL Rights Commission considered the credit rating of the financial service provider and is satisfied with the quality of credit.

The maximum exposure to credit risk for the CRL Rights Commission at the end of the period were as follows:

Financial assets

Trade and other receivables

Monthly maturity analysis of financial assets - 2024	1-3 months	4-6 months	7-9 months	10-12 months	Total
Trade and other receivables	447	-	-	-	447
	447	-	-	-	447
Monthly maturity analysis of financial assets - 2023	1-3 months	4-6 months	7-9 months	10-12 months	Total
Trade and other receivables	460	-	-	-	460
	460	-	-	-	460

Interest rate risk

The CRL Rights Commission has no significant interest-bearing assets. The CRL Rights Commission's income and operating cash flows are totally independent of changes in the market interest rate risk.

25. Contingencies

There are no contingent liabilities known to management at reporting date.

26. Related parties

Related party transactions

Aggregate amounts with related parties

Chairperson	1 524	1 302
Deputy Chairperson	1 331	1 225
Audit Committee members	184	142
Commissioners	2 137	2 209
Senior management	5 363	5 195
Cogta	46 998	46 818

Payments made to Commissioners, Audit Committee members and Senior Management of the CRL Rights Commissioners are treated as related and are disclosed as a related party transaction.

The transfer to the CRL Rights Commission is through the budget vote of the Department of Cooperative Governance and Traditional Affairs and therefore the Department of Cooperative Governance and Traditional Affairs is treated as a related party and are disclosed as a related party transaction.

27. Events after the reporting date

The operating lease contract for the head office of the CRL Commission end on the 31 May 2024. Management is finalising procurement of a new operating lease contract for its head office. The new address will be announced as soon as it is available.



Commission for the Promotion and Protection of the
Rights of Cultural, Religious and Linguistic Communities

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