



ANNUAL REPORT: 2005

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**Report of the
Chairperson of the
Council
and
the Vice-Chancellor**



REPORT OF THE CHAIRPERSON OF COUNCIL AND OF THE INTERIM VICE-CHANCELLOR

INTRODUCTION

On 1 January 2006 the University of Johannesburg was established. It is one of several new institutions established as a result of the major reconstruction of higher education undertaken by the national government and which has resulted in the number of higher education institutions being reduced from 36 to 21. It is the result of the incorporation of the Soweto and East Rand campuses of Vista University into the Rand Afrikaans University on 1 January 2004 and of the merger of the Technikon Witwatersrand and the Rand Afrikaans University on 1 January 2005.

The higher education institution created as a result of the incorporation and merger of the three constituent institutions (RAU, TWR and (two campuses of) Vista University) is, in terms of student size (some 53 000 students registered for both subsidized and non-subsidized programmes), geographic spread (five campuses spread over the Central Gauteng region) and comprehensive range of academic programmes offered (both vocational and formative), one of the largest universities in South Africa. It is therefore necessarily also one of the most complex higher education institutions to be managed. Despite careful and meticulous planning for the merger in 2004, the advent of the new, merged institution placed considerable strain on all staff, academic, administrative and service. Senior management staff, in particular, were subjected to a range of pressures brought about by the merger. The most serious challenge facing management was to create stability amid the flux and uncertainty necessarily induced by the merger of three disparate institutions, each with different (in places widely different) institutional cultures. The interim nature of all governance structures further inhibited any dedicated long term institutional planning.

Despite these constraints, the verdict on the merger must undoubtedly be that it has been a success. The institution mustered sufficient resources to ensure a smooth transition of its academic core functions from three divergent institutions to one new institution. The fears of the sceptics (both internal and external to the institution) proved unfounded, the institution is financially robust, staff in decision-making positions contributed positively to the substantive merger and clear signs exist of a developing institutional identity that is far more than the mere sum of its constituent parts. Significant problems, of course, remain, the most important being the following:

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- There is a huge disparity in the allocation of resources on the five campuses. Considerable effort will have to be expended in creating parity (even if only parity of esteem) of all five campuses.
- The Soweto and East Rand campuses are in urgent need of development and significant resources are required to make this happen.
- The academic architecture of the new institution still needs to be crafted and implemented, in order to give full effect to the substantive merger. This project is urgent, but will have far-reaching consequences and therefore needs to be tackled with sensitivity.
- Rapid increases in student numbers on the Auckland Park Kingsway and the Auckland Park Bunting Road campuses in particular have led to a situation where the institution is significantly understaffed in the academic domain. A dual strategy of enrolment management and an increase in academic staff capacity needs to be embarked upon.
- The staff equity profile, particularly in respect of academic, academic support and senior management staff, falls far short of national targets and therefore demands urgent attention.
- Despite the sound financial position in which the new merged institution finds itself (cause for much satisfaction), the demand on resources for the new institution will continue to be heavy and additional sources of funding will have to be found by means of a dedicated institutional advancement strategy.

One of the architects of the merger, Prof Errol Tyobeka, Deputy Vice-Chancellor (Academic Affairs), resigned in June 2005 in order to take up the position of Vice-Chancellor of the Tshwane University of Technology. The Interim Vice-Chancellor, Prof Roux Botha, and the Interim Pro Vice-Chancellor, Prof Connie Mokadi, both retired from the institution on 31 December 2005. A new Vice-Chancellor, Dr Ihron Rensburg, was elected in December 2005. Prof Derek van der Merwe was promoted to the position of Pro Vice-Chancellor in December 2005.

In what follows a brief overview is provided of the activities of the most important governance structures in the institution in 2005.

1. MERGER RELATED ACTIVITIES

Subsequent to the actual merger taking place on 1 January 2005, a Merger Office, under the auspices of Prof Aubrey Redlinghuis (DVC (Strategic and Institutional Planning and Implementation)), was established. The purpose of this Office was to

liaise closely with the Merger Office of the Department of Education and to coordinate requests to the Department for direct merger costs. It was able to secure funding from the DoE, a significant contribution to the merger-related costs. It arranged a visit to the institution by the Merger Office of the DoE in 2005. It also initiated planning for the range of activities that still needed to take place in order to give effect to the substantive merger, as distinct from the formal merger on 1 January 2005. Much of the planning is work in progress and will continue in 2006 and beyond.

Governance structures in the institution in 2005 were characterised not only by the interim nature of the reporting lines, but also by a system of co-headship in many environments (e.g., merged academic departments, co-deans in the Faculty of Engineering and the Built Environment, co-heads of the Finance Division, of Student Development, of Student Counselling and of Student Affairs). As can be expected, this system impacted negatively on efficient decision-making. As the year progressed, however, people in most environments built relationships of trust which enabled the institution in most instances to move away from co-headship and to appoint the most suitable person to the position of final authority. Some vestiges of co-headship remain, however, and these will be attended to in 2006.

2. COUNCIL MATTERS

2.1 Composition of Council

An *Interim Council* governed the institution for the first six months of 2005. Thereafter a *Permanent Council* was constituted. Attached as **Annexure A** is information on the composition of both the Interim Council and of the Permanent Council.

2.2 Attendance of meetings

Attendance of meetings was satisfactory, as the record of attendance, attached as **Annexure B**, shows. Three Interim Council meetings and 2 permanent Council meetings were held. A special workshop was held on 23 and 24 September 2005 for the purposes of orientation and affirmation of the principle of corporate governance, fiduciary role, responsibilities and duties of Council.

Council members on the whole took their duties seriously and participated constructively in Council discussions and decision-making. As always, certain members of Council gave a great deal of their time and expertise to the institution.

2.3 Matters of significance discussed

The following are some of the significant matters that were discussed at Council meetings in 2005 (most, for obvious reasons, are merger related):

- Co-option of Management Executive Committee members to the Interim and Permanent Council.
- Election of Interim Chancellor.
- Appointment of Committees of Council (both interim and permanent).
- Appointment of Interim Registrar.
- Approval of budget.
- Ratification of the proposed vision, mission and values for the University of Johannesburg.
- Multi-campus dynamics, and in particular, the future perspective on the East Rand and Soweto Campuses.
- Procedures for the appointment of a Vice-Chancellor, deputy Vice-Chancellor and Executive Deans.
- Conditions of service of employees.
- Finalisation of new buildings.
- Process to develop Institutional Statute and Rules.
- Organisational structure of University of Johannesburg.
- Academic structure of the University of Johannesburg.
- Leadership Charter for the University.
- Student and staff demographics, including the Employment Equity Report submitted on 30 October 2005.
- Budget for 2006.

2.4 Subcommittees of Council

The following subcommittees of Council existed in 2005, exercising the mandate provided to them by Council:

- Executive Committee of Council;
- Audit Committee;
- Finance Committee;
- Human Resource Committee Executive Committee (also serving as the Finance Committee);
- Planning and Resource Committee (including strategic planning, fundraising, building projects, seeking resources for a predetermined set of strategic objectives).
- Honorary Degrees and Council Medals Awards Committee.

All of these committees (except the Honorary Degrees and Council Medals Awards Committee) met regularly and reported on their activities to Council.

3. OPERATIONAL INFORMATION ON ACADEMIC MATTERS

3.1 Degrees awarded

A total of 10 093 qualifications were awarded in the 2005 calendar year. Please refer to **Annexure C**.

3.2 Quality Plan, accreditation and approval of academic programmes; qualifications framework

As a merged Higher Education Institution, the University of Johannesburg submitted a Quality Plan, in accordance with the HEQC's framework: Building new quality management systems in merged higher education institutions.

The UJ Quality Plan is aimed at the following:

- (a) developing new quality management systems that will enable the UJ to prepare for the institutional audit and programme accreditation requirements;
- (b) institutionalising effective quality management at all relevant planning and resources allocation levels;
- (c) ensuring quality provision for all students in existing programmes; and
- (d) establishing quality management arrangements for developing a new academic programme structure.

In view of the quality plan, the submission of new programmes is subject to the outcome of the internal programme reviews.

In addition to the above, the Med (coursework: Educational Management and Leadership) was exposed to an external HEQC programme review.

3.3 Research

3.3.1 Research structure

This will be the first Annual Research Report for the University of Johannesburg. Given that RAU and the TWR had distinctly different approaches in compiling their respective reports prior to the merger, this report should be regarded as work-in-progress, as a proposed template for future annual reports.

In anticipation of the merger between RAU and TWR a task team was constituted during 2004 to develop an Interim Research Policy for the University of

Johannesburg. The exercise proved to be more difficult than anticipated as the manner in which research was managed and supported at the two institutions differed markedly. Despite these differences progress was made by the end of 2005 in developing some consensus on the principles that will underpin the future research policy of the UJ.

3.3.2 Faculty research management

The Research Policy provides for the faculty management of research by means of a Research Committee, a Postgraduate (or Higher Degrees) Committee and an Academic Ethics Committee in each faculty. In some faculties these committees are encompassed within one and the same committee, in others separate committees exist to exercise distinguishable functions. These committees, as their names indicate, serve to promote research (importantly, by means of the allocation of research funding in terms of faculty-specific criteria), to exercise quality care over postgraduate studies and to oversee ethical research.

3.3.3 Central coordination of research

The University Research Committee came into being in 2005, under the chairpersonship of the Vice Rector (Research and Academic Management). It comprises the deans of the nine faculties, two representatives from each faculty and a three representatives of non-faculty researchers. This Committee has the following functions (as determined by a charter approved by Council in 2005):

- (i) It determines research policy for the University (in terms of which faculties manage their research);
- (ii) it determines admissions, supervision and assessment criteria for postgraduate research;
- (iii) it determines the criteria in terms of which central research funds may be allocated to individual researchers whose applications have been approved by the dean of the faculty concerned

The University Research Committee has three subcommittees: a *Research Funding Committee*. This Committee, comprising the Vice-Rector (Research and Academic Management) as Chairperson, the Deans of the nine faculties and the Registrar (Finance) approves funding for individual researchers or projects. A *Committee for Academic Ethics*, under the chairpersonship of the Vice-Rector (Research and Academic Management), whose function it is to determine policy on, *inter alia*, the ethical conduct of research, for faculty-specific implementation in the faculties; and a *Higher Degrees Committee*.

Given the extent of research coordination that takes place, and in the light of the existence of large Research Offices in other research-oriented universities, the shortage of research support staff is a matter of concern.

3.3.4 Research Funding

- External funding

There are essentially two sources of external funding for research projects: One is state-sponsored research funding, the other is privately-sponsored funding (so-called contract research).

- State-Sponsored Research Funding for 2001 - 2005

Agency Funds	2001 R 000	2002 R 000	2003 R 000	2004 R 000	2005 R 000
NRF Focus Area Projects (Thuthuka Programme)	3 164	5 327	5 060	3 203	12 503
NRF THRIP	2 144	2 258	2 776	2 200	1 652
NRF Innovation Fund	0	0	2 462	5 400	885
MRC	161	265	16	63	136
Water Research Commission	222	295	182	0	559
Other / SANPAD	400	400	0	800	1 177
TOTAL	R6 091	R8 545	R10 695	R12 068	R16 462

The improved efficiency brought about by central coordination of research introduced in 2002 and continued in 2003 and 2004 is evident by the improvement of Government sponsored research since 2001.

- Privately-sponsored research funding

Private sponsorship of research, particularly the big corporate sponsorships and sponsorships from international donors and universities, is a big source of funding for research at UJ. It is very difficult, however, to provide even a rough estimate of the extent of the funding in any given year. This is because the projects which are funded, run over many years and involve a large number of researchers and postgraduate assistants, because some of the sponsorship are *in natura* rather than in cash. Furthermore many of the research projects involve collaboration with researchers from outside UJ and in addition a proper system for coordinated and centralised reporting of contract research funding is not yet in place.

- Internal funding

There are four sources of internal funding of research:

- (i) Central Research Fund

An amount of R3 672 000 was paid out from the Central Research Fund in 2005 for the promotion of research compared to an amount of R2 123 000 in 2004 and R1 920 000 in 2003. This increase indicates the renewed interest shown by the researchers to continue the research culture that was established at the ex-RAU.

(ii) Faculty research funds

Faculties manage their research funds in different ways. Most have one or more central funds (a Dean's Fund, a Research Fund, a Special Projects Fund, etc). Out of these funds allocations are made to individual researchers by the Faculty Research Committee. The amount of funding available in these funds also differs widely between faculties.

(iii) Individual research funds

Each individual academic has an own research fund. These funds are funded out of subsidy income generated by the individual researcher as a result of the publication of research results in accredited journals and other accredited publications. The percentage of the subsidy income allocated to the individual researcher depends on faculty-specific policies and therefore differs from faculty to faculty. The funds are utilized by the individual researchers for research-related activities and may only be withdrawn with the approval of the Deans.

(iv) Bursaries for postgraduate and postdoctoral research

The University also funds post-graduate bursaries for masters, doctoral and post-doctoral student support. The amount spent increases annually as the number of post-graduates increase.

The figures given above show the increase in real terms of the financial support given to research and shows the commitment of the University to one of its core values in order to improve the standing of the University as a research based institution.

3.3.5 Research output

A major upgrade and expansion of the Central Research Facility (SPECTRAU) housed in the Faculty of Science started in 2002 and is an ongoing project. This facility, the only one of its kind at a South African university, houses scarce and expensive research equipment. The centralization of the equipment allows for more widespread use of the equipment, better maintenance of the equipment and better opportunities for the commercial use of the equipment. SPECTRAU is now becoming commercially viable through contract analysis for Industry and further expansion of the facility will continue in future. This Facility can certainly be viewed as a flagship for research promotion in the university.

- Publications

The standard used to measure research output at tertiary institutions is the number of publications that have been accredited for purposes of publication subsidy by the Department of Education. The previous system in use was outdated and not wholly reliable, and was updated during 2003 for implementation from 2004

Publications that may be accredited for subsidy purposes are publications in accredited journals, refereed books, refereed conference proceedings and registered patents. Accreditation is based on a weighted points system. The official list of subsidized publications for each institution is only made available towards the end of the year succeeding the year for which publication subsidy is claimed.

Publication Outputs

Year	2001	2002	2003	2004	2005
Units	296,76	265,20	293,15	387,05	300,80

The 2003 and 2004 outputs reflect the combined RAU and TWR outputs for both years. The jump in 2004 outputs is due to the lifting of the moratorium that the DoE had placed on accredited SA journals from 1998 -2003.

3.3.6 Masters and doctoral degrees awarded

A total of 435 master's and 88 doctoral degrees were awarded during the 2005 calendar year (see ***Annexure C***).

3.3.7 Research achievements

A total of 65 researchers were rated by the NRF at the end of 2005, including 2 A-rated scientists, 11 B-rated and a further 12 achieved a rating for young researchers.

The following significant achievements by academic employees:

- Prof S Gravett: South African Association for Research and Development in Higher Education's (SAARDHE) award for her contribution towards innovation in education/teaching in higher education; chairperson of the HEQC Review Panel in two of the site visits; and member of the HEQC Med Programme Review Committee.
- Prof E Henning: National coordinator of the South African Netherlands Research Programme (SANPAD) on Research Capacity Initiative.
- Prof T Bisschoff: Vice President of the Commonwealth Council for Education Management and Administration (CCEAN).
- Prof C Look: Ministerial task team in an advisory capacity for the investigation into examination transgressions in Mpumalanga.
- Prof C Moloi: Task Team, South African National Professional Qualification for Principalship.

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- Prof J Pillay: Member of tyhe SAQA Board.
- Mr D Kruger: C&CI Subversion Award and name appears in International List of "Who's who in Concrete Repairs".
- Prof J Haarhoff: Best paper in the SAICE Journal.
- Prof J Meyer: Winner of SAIEE National Project Competition.
- Mr P Ellis: Second prize in the national Siemens Design Competition for Universities.
- Prof C Burnett: Member of Extended Board, International Sociology of Sport Association; and member of Local Organising Committee, ISA World Conference in Durban, July 2006.06.29
- Prof P Singh: Board member, Africa Association of Physical, Health Education, Recreation and Dance (AAPHERD); and Vice-President: Recreation South Africa.
- Dr L Lategan: Member: American College of Sport Medicine (ACSM); and Member: SA Sports Medicine Association (SASMA).
- Mr R Lombard: Member, African Association of Physical, Health Education, Recreation and Dance (AAPHERD).
- Prof SH von Solms: One of 14 candidates short-listed for IT Personality of the Year 2005 award.
- Mr OL Oosthuizen: Bronze Medal of the South African Association for the Advancement of Science (S₂A₃) for masters' dissertation.
- Dr D Meyer: Female winner of the NSTF Science and Technology Awards in the category Junior Black Researcher over the last two to five years for her research conducted in the chemistry of HIV/Aids.
- Mr I Gerber: NRF Prestigious Award.
- Prof IA Dubery: HF Verwoerd Research Award; and Alexander von Humboldt research award, Germany.
- Prof H-J Annegarn: Member, International Radiation Commission (IRC).
- Prof N Beukes: Regional VP Lecturer for the Society of Economic Geologists in the USA (First time ever a South African geologist was elected.)

- Prof F Lombard: Acta Commercii Research Award.
- Prof V Alberts: TWAS prize for young scientist in South Africa, Academy of Science in South Africa; and signed licence agreement with German company to commercialise photovoltaic technology developed over past 10 years at the University.
- Prof LC Posthumus: Scientific editor of SAJAL, accredited journal of ALASA.
- Prof JA du Rand: Publication Prize from CUM Publishers.
- Prof H-J Knobloch: Grant from DAAD (the only representative from Africa) to attend DACHL-IND conference in Johdpur, India.
- Mr A Doumas: Honoured by Greek Ministry for his contribution to the understanding of the Olympic Games.
- Prof WJ Henderson: Honorary President, Classical Society of South Africa.

3.3.8 Commercialisation of intellectual property

The Commercialisation and Management of Intellectual Property policy provides for structures, procedures and rules to regulate, protect and promote the commercialisation of three aspects of research-related activities at UJ to the benefit of the researcher and UJ.

An agreement was signed with a German company to commercialise the thin layer photovoltaic cells developed by Prof V Alberts.

The exploitation of patents is an area where much still needs to be done. Many provisional patents are registered annually, but very few are ever registered as full patents. The purpose of the policy document is to provide the financial, infrastructural and human resource support necessary to fully exploit such patents.

4. HUMAN RESOURCES

During 2005 the University of Johannesburg standardised its conditions of employment, which will be applied from 1 January 2006. The negotiation of harmonised conditions of service for the UJ included the creation of and agreement upon an entirely new set of harmonised ER policies and procedures. The UJ Council approved all the harmonised conditions of service on 17 November 2005.

A Consultation and Problem Solving Forum between the various trade unions and management was set up early in 2005, and monthly meetings of the forum took place

during the period under review. A new, unified recognition agreement model was also developed and mandated by the HR Committee of Council during 2005, but negotiations about this did not commence during 2005.

Whilst this was never planned, circumstances dictated that no substantive negotiations took place during 2005, with two remuneration increases granted after consultation with the various trade unions.

No industrial action *per se* was experienced during the period under review, although there was limited trade union involvement in student unrest during the early part of the period under review. There was a reduction in the number of disciplinary cases, in referrals to the CCMA as well as in the number of internal grievances lodged. Not a single employment-related dispute relating to an impact of the merger had been declared during the course of 2005.

During 2005 the creation/confirmation of the future integrated organisational design and its population was a primary objective. This process remains subject to finalisation of the overall institutional strategy for the University of Johannesburg. It is also subject to the finalization of the strategies to be adopted and objectives to be set by the various faculties and support divisions in order to execute the overall institutional strategy.

Oracle HRMS was successfully implemented on the merger date 1 January 2005. The first phase of the Oracle HRMS implementation was completed successfully at the end of July 2005.

Whilst legal compliance was ensured during 2005, the strategic management of transformation and employment equity is a top priority for 2006. It should be noted that the merger did not contribute significantly to an improvement in the equity profile of the merged institution.

The finalisation of future Medical Aid and Retirement Funding dispensations for the merged institution as well as the future remuneration policy will be priorities with ER implications during 2006.

The Employment Equity Report (30 September 2005) was submitted to the Department of Labour (see **Annexure D** for this report as well as an analysis thereof).

5. **STUDENT AFFAIRS**

5.1 **Division of the Dean of Students**

During 2005, Dr Segopane Seroka, former TWR Dean of Students, acted as the Doornfontein and Bunting Road campus Dean of Students. Ms Nita van den Berg, former RAU Director of Student Affairs, continued to act as this regard at The Auckland Park Kingsway campus and the Soweto and East Rand campuses.

5.1.1 Student extra-curricular activities

Although the University of Johannesburg was officially one institution in the beginning of 2005, student activities on the various campuses continued in more or less the same vein as they did prior to the merger, with some preliminary steps being taken towards greater interaction and integration:

5.1.2 SRC

With regard to the development of a new SRC constitution progress was slow but solid. In May 2005 a set of interim arrangements have been adopted according to which a central SRC, representing all campuses, has been constituted. The main task of the Interim Central SRC (ICSRC) was to develop a new SRC constitution. By October 2005 the ICSRC has developed a draft constitution which was discussed at a summit involving student leaders from all campuses. Although the ideal was to complete a new constitution by the end of 2005, time did not allow and the process had to be carried over to 2006. (The SRC Constitution have been finalised in June 2006 and new SRC elections based on this constitution will be held in August 2006.)

An unfortunate result of the drawn-out constitution-making process was that, with the exception of the Auckland Park Kingsway campus, SRC elections were not held in 2004. It was perhaps due to this unusual schedule as well as student leaders' preoccupation with constitutional issues that the number and level of SRC projects were less and lower than in the past, at least on the Auckland Park Kingsway, East Rand and Soweto campuses. However, if less time and effort was spend on student activities, more was spend on communication and interaction between campuses.

5.1.3 Societies

Although not yet formally approved, the Student Affairs staff members on the respective campuses have drafted policies and procedures to set uniform standards for the functioning of student organisations on the various campuses. It may be partly as a result of this as well as the thorough training processes for student organisations that society life is alive and well. Societies are active and their finances are healthy. In April the Auckland Park Kingsway staff member for societies organised a first inter-campus societies sports day, which was an excellent opportunity for students from all campuses to share in fun activities.

5.1.4 Rag Committee

The Rag tradition existed mainly at the Auckland Park Kingsway campus and the normal activities to raise funds for charity continued in 2005. Once again however, attempts were made to be more inclusive of other campuses. This was particularly visible in two events: the rag procession which included a float from the Faculty of Arts, Design and Architecture (FADA) based on another campus and the Miss UJ competition, which was a spectacular event including participants of all campuses. Student rag committees have been established on the Auckland Park Bunting Road, East Rand and Soweto campuses.

5.1.5 Student Media

The APK campus newspaper appeared regularly. The highlight of the year was the eventual allocation, after litigation, of a FM broadcast licence to the University radio station.

5.2 Student Services Bureau**5.2.1 Merger Activities**

Due to the different reporting lines of the two merging institutions, Student Services Bureau and Student Counselling were involved in a continuous process of aligning services. Projects undertaken during 2005 was, therefore, mostly campus specific.

5.2.2 East Rand and Soweto Campuses

The facilities of the SSB offices on ERC and SWC were upgraded and the activities of the Student Services Bureau on the ERC and SWC campuses were fully integrated with that of the APK campus during 2005. These two offices both experience growing interest from students.

5.2.3 Office for persons with disabilities

Dr Anlia Pretorius was nominated by the MEC to co-ordinate the facilities and support for Persons with Disabilities on all five campuses for an interim period. Persons responsible were selected on all campuses and feedback on problem areas and needs are taken up on a regular basis. The activities of the Office for Persons with disabilities within the Student Services Bureau is growing at a rapid pace as it becomes more visible on all five campuses. Facilities are developed as the variety of special needs grow and close collaboration with the different faculties is imperative.

5.2.4 Career Centre

The UJ as a comprehensive university is in a unique position due to the variety of programmes on offer and the location within the business centre of SA. The graduates of this institution are therefore be sought after and the aim of the SSB Career Centre is to make it as easy as possible for companies to access graduates for placement into part time jobs, vacation jobs, internships and permanent positions. The need for access to career facilities on all campuses became clear during involvement on SOW and ERC campuses in 2005. The necessity of developing a technologically driven facility whereby students can have remote access to these facilities becomes evident. The results of the annual research on the First Job Destinations of graduates are available and will include all five campuses in future. The activities of the Career Centre with regards to preparation for the workplace, job placement and recruitment by companies are becoming more popular.

5.2.5 Psychotherapy

The number of individual therapy sessions (2748) does not necessarily reflect the efficiency thereof. Academic performance of students in therapy is, however, closely followed. The 24 hour emergency line is used mainly by house fathers, UJ Protection Services and the Campus Health Clinic. This service is currently only available on APK campus.

5.2.6 Evaluation and placement assessment

A pilot project whereby all prospective students applying to the Faculty of Science were evaluated for placement in programmes was undertaken in collaboration with the Faculty of Science. The aim is to identify risk students as early as possible, to make recommendations for development programmes and thus to improve throughput and retention. Evaluation and Placement testing is also done for most of the prospective students who qualify for the extended degree programmes.

5.2.7 Supervision And Training

During 2005 four Intern Psychologists and two D Psychology students were supervised by Mrss Trudie le Roux and Chanel Jansen van Vuuren. A total of 12 Intern Psychometrics were supervised and trained during 2005 by Mrr lan van den Berg and Taedes Joubert and Mrs Manda Snyman.

5.2.8 Campus Health Clinic

Two Intern Psychologists were on site at the Clinic all day for four days of the week for VCT counselling and therapeutic interventions when required. They were under supervision of the SSB by Mrs. le Roux.

5.2.9 Research

The Student Counsellors have embarked on a few research projects according to needs identified by the activities of the new institution and the changing student population. Some of the projects are:

- The student needs project focusing on first year students and first generation students.
- The evaluation and placement of students in various programmes.
- Profile development of the prospective students applying for a Science programme.
- Norm development for the APIL-SV.
- First Job Destination project.
- Collaboration with the Southern University to develop a questionnaire measuring the satisfaction of students with disabilities at SA universities.

5.2.10 Community Outreach

(a) **Metlife-Raucall**

The SSB is involved annually in the selection of learners for enrollment into Metlife-Raucall. Career Guidance testing and individual feedback sessions was offered to 75 grade 12 learners at this school.

(b) **Fassett**

This project was initiated by Stan Hutchinson and Associates and involved 100 candidates from previously disadvantaged backgrounds with tertiary qualifications in Accounting, Marketing and Technology who were unemployed. The aim was to train these candidates in workplace skills, to involve employers in the process and to find internship positions for all 100 candidates. The SSB was involved in the assessment of the 183 applicants for final selection into the programme and in offering workshops in workplace readiness. Manuals for 4 different themes were developed to comply with the requirements as set by the SETA.

(c) **Ikusasa Phambili**

This is a community project driven by young businessmen. Mrs Wilna van Reenen was involved, on a voluntary basis, in discussing the process of career development and the importance of making realistic and well informed career choices. The SSB was involved in testing 55 grade 11 learners and giving feedback individually.

6. ARTS AND CULTURE

On 5 October 2005 the University of Johannesburg proudly inaugurated its latest show piece: the UJ Arts Centre. This state of the art facility comprises one of the most beautiful art galleries in Johannesburg, a state of the art theatre that seats 435, plus administrative offices, rehearsal rooms, a coffee shop and storage space. The complex was designed by the award-winning architect, Jeremy Rose of Mashabane/Rose Architects.

The UJ Arts Centre was opened with two works, one fine art and the other performing art, that shared a central theme. The land artist Strijdom van der Merwe created work inside and outside the gallery using the ancient symbols found at Driekops Island in the Karoo as reference, titled *Massages from the Southern Earth*. The composer Niel van der Watt was commissioned to write a new mass, using the same patterns in the music that Van der Merwe utilised in his artwork. The result was the beautiful *Missa de Meridiana Terra (Mass from the Southern Earth)* for mixed choir and dancers with marimba and African drums. The performers were the UJ Kingsway Choir and the UJ Contemporary Dance Company.

7. COMMUNITY ENGAGEMENT

7.1 Introduction

The Division Community Engagement of the University of Johannesburg has as its main objective the realization of community projects that benefit our internal and external communities and establishes the University as an institution with a social conscience.

The Division has become instrumental in the establishment of a policy document on Community Engagement for the University and in so doing has become an integral part in the discussions and consultations on this subject matter on a national level. Tertiary institutions nationally are corresponding, discussing and consulting on the establishment of Community Engagement as the third imperative in the higher education arena. The Division is currently leading the process to establish a *National Network for Community Engagement Practitioners in Higher Education*.

7.2 Metropolitan-Raucall

The flagship community engagement project of the University namely *Metropolitan-Raucall*, a secondary school catering to disadvantaged learners with academic potential, has for the eleventh year produced excellent results:

- Metropolitan-Raucall is awarded the *Anglo American Chairman's Fund Award for the Most improved Maths and Science School* in South Africa.
- Metropolitan-Raucall is awarded the *Best Dinaledi School in Gauteng* for the past four years by the National Science and Technology Forum.
- The Division: Community Engagement and Metropolitan-Raucall are featured on the *Kaelo: Little Miracles* program on SABC 2 as one of the nations' success stories and the story is now also available in a coffee table book printed version.
- The 2005 group of matriculants (72) produce a total of 111 distinctions.

7.3 Group 5 / UJ Engineering Project

The Group 5 / UJ Engineering Project also produced excellent results and 2005 was the year in which our first student graduated from this programme. The main objective of this project is to deliver more successful and holistically developed engineers to the industry, all selected from historically disadvantaged areas. A few highlights are reflected:

- The first student from the *Group Five Engineering Project* is to graduate within his set timeframe in April 2006 and will receive his BING Civil Degree. Mpho Nkgodi passed his final year with two distinctions and is currently a permanent employee at Group 5. He is also in the running to receive the UJ Dux Scholar Award for the best student in Civil Engineering.
- Ms Janeesha Boodia has completed her first year in Engineering with fourteen distinctions qualifying her as one of the top UJ students and top of her class in the Faculty.
- Mr Muaaz Bhamjee passes his second year Mechanical Engineering with five distinctions.

7.4 Carebique Economic Development Project, Manica, Mozambique

The UJ / Carebique Economic Development Project in Manica, Mozambique, concentrated in fortifying its existing activities during 2005 and strategizing on the elevation of the project to the next level in 2006. The project illustrates the impact that a concerted University effort and intervention can have in an impoverished area and emphasizes the role that South African Higher Education has to play in SADC countries. A few highlights are reflected:

- The Project Manager completed his Honours degree in Development Studies at the University of Johannesburg and produced a research report which deals with natural resource management and indigenous institutions.
- Another volunteer group, aimed at exposing young learners to the benefits of community engagement, from the King's School in Johannesburg, participated in a ten-day tour to the project. The participatory tour was a success at various levels and the social integration, sport participation and manual labour were some of the highlights.
- There were also volunteer visitors from as far a-field as Colorado, USA
- The total number of computer literacy students has risen to over 150 and our computer trainer, Mr Antonio Riama, has been offered permanent employment by the Government of Mozambique. He is also a graduate of our school and the two trainers that will follow in his footsteps are graduates as well.
- We boasted 73 English students in our English School and it is now established as the premiere place to learn English in the area. Another seven government officials have enrolled for the classes for 2006.

7.5 University of Fort Hare project

The development and implementation of the SAICA/UJ/University of Fort Hare (UFH) project was initiated in 2001. The project aims to empower the University of Fort Hare to contribute to the national shortage of Black Accountants. The project was implemented in 2002 and the first students graduated at the end of 2005. All

students who graduated from UFH joined at the end of 2005. All students who graduated from UFH joined the UJ Accounting Honours programme for 2006. The project is ongoing and the total budget for the project exceeds R42 million.

7.6 University of Limpopo project

Based on a request received from SAICA, the University of Limpopo and the local profession, the "Fort Hare"-model was rolled out at the University of Limpopo. The implementation of the project was January 2004. Funding was secured from SAICA and FASSER. The first output of this project will be in 2007.

9. BUSINESS AND INFORMATION SYSTEMS

The Oracle Business and Information system is operational with reference to Financial and Human Resource Management.

Student information data was merged into a single database at the end of December 2005.

ITS is therefore still operational for the student data and student finance.

10. THE STRATEGIC PLAN

The first strategic plan for the University of Johannesburg is in the process of being finalized. A Strategic Plan Task Team submitted its proposal to Council for consideration and ratification. The plan must give direction and create unity of purpose for the new University and its diverse stakeholders. It must ensure that each individual stakeholder of the University, be it a student, be it a staff member, be it an external person with a vested or personal interest in the welfare of this institution will know where the University intends going and what it wants to achieve. It tells the outside world what the University stands for and how it wants to be judged.

The strategic plan must also be read in terms of the University's commitment to the transformational objectives of the Government. These objectives are to ensure an equitable, sustainable and productive higher education system that will be of high quality and contribute effectively and efficiently to the human resource skills, knowledge and research needs of the country and which is consistent with the non-racial, non-sexist and democratic values enshrined in the Constitution.

The strategic plan is structured in terms of vision, mission and core value statements followed by a set of strategic goals. The latter are accompanied by key performance indicators [KPI's] according to which progress in the pursuit of the goals can be measured. Each year specific objectives will be set, accompanied by specific targets in terms of the relevant KPI's. This will ensure that the University proceeds purposefully in the direction it set for itself.

Aspects such as strategic leadership, professional management, quality assurance and service rendering are recognized as vital to the sustainability and future success of the University. These and similar qualities have to be maintained at levels commensurate with a university that is among the leading higher education institutions in South Africa.

Please refer to ***Annexure E***.

11. INFRASTRUCTURE AND OPERATIONAL INFORMATION

11.1 Operational information: Changes in the permanent infrastructure, e.g. new plant and buildings

This section focuses on the construction, maintenance, alteration and renovation of, and repairs to fixed property, infrastructure and equipment. It also deals with all matters relating to the planning, development, refurbishment and maintenance of land and buildings as well as related central services provided on seven campuses. (Auckland Park Kingsway Campus, Soweto Campus, East Rand Campus, Eloff Street Campus, Smith Street Campus, Doornfontein Campus and Auckland Park Bunting Road Campus.)

11.2 New plant and buildings

11.2.1 Construction of new building for the School of Tourism and Hospitality (STH)

The construction of the new building for the School of Tourism and Hospitality commenced on 22 January 2004 and practical completion was 7 December 2004, which resulted in the building being occupied during January 2005. Prior to the completion of this building, the School was accommodated on the Smith Street Campus and on a portion of the Auckland Park Bunting Road Campus (Con Cowen Building). The final figure of the construction was R45,5 million.

11.2.2 Construction of new building Faculty of Art, Design and Architecture (FADA)

The construction of the new building for the Faculty of Art, Design and Architecture commence with bulk earthworks on 23 November 2004 and practical completion

was achieved on 17 March 2006. The final account has not been agreed with the main contractor but will however not exceed R69,7 million.

11.2.3 Construction of a new venue for artistic exhibitions and the performing arts on the Auckland Park Kingsway Campus

The date of the practical completion of the project was 24 September 2005. The budget of R36 million, which was extremely tight for the intended scope of the project, was sourced from the trust fund of the Rand Afrikaans University and the project was completed within budget.

11.2.4 Construction of a new pedestrian bridge and security buildings on the Auckland Park Kingsway Campus

The pedestrian access bridge and security buildings constructed at a cost of approximately R8,2 million, links the Kingsway Campus external parking area with the inner campus grounds. The project was completed within budget and put in to use in February 2006.

11.2 Property Sold

11.2.1 Eloff Street Campus

ESC (known as Portion 1 of Erf 5106, Johannesburg) was sold to IPS Investments on 29 June 2005 for an amount of R6,2 million and was duly registered in the name of the new owner on 7 April 2006. The funds of the sale were allocated to the construction of the new building for the Faculty of Art, Design and Architecture (FADA) on the Auckland Park Bunting Road Campus.

The utilisation of the ESC was limited and accommodated only a few Departments of FADA namely Fashion Design and Graphic Design.

11.2.2 Smith Street Campus

The Smith Street Campus (Erven 2564, 2565, 2571, 2574, 2577, 4513 and 2713, Johannesburg) was sold to the Central Johannesburg College of Education (CJC) on 10 March 2005 for an amount of R2,5 million and was duly registered in the name of the new owner 20 April 2006. The funds of the sale were allocated to the construction of the new building for the School of Tourism and Hospitality on the Auckland Park Bunting Road Campus. The Smith Street Campus accommodated the Hotel School.

11.2.3 Acquisition of property

In accordance with decisions taken by the former TWR and UJ Councils and Management, five properties in the Doornfontein area, adjacent to DFC Campus, has been purchased at a cost of R2,856 million.

UNIVERSITY OF JOHANNESBURG

REPORT OF THE CHAIRPERSON OF COUNCIL AND OF THE INTERIM VICE-CHANCELLOR

12. FINANCIAL VIABILITY AND FUNDING SOURCES

2005
R'000

Increase in funds and reserves


- Restricted funds	150 726
- Unrestricted funds	(65 989)

Equity, liabilities and assets as at 31
December

- Equity	2 150 762
• Restricted funds	1 472 637
• Unrestricted funds	678 125
- Liabilities	400 994
- Assets	2 551 756

13. APPRECIATION

The Chairperson of Council and the Vice-Chancellor would like to express our sincere appreciation to all Council members (both Interim Council and Council members), employees, student leaders, consultants/contracted service providers and auditors for a year of extreme hard work, sacrifice and dedication to address the challenges of the merger and to make a success of the first year.


DR IHRON RENSBURG
VICE-CHANCELLOR AND PRINCIPAL

2006-06-28

ANNEXURE
A

UNIVERSITY OF JOHANNESBURG

23

COMPOSITION OF THE INTERIM COUNCIL: January to June 2005

The term of office of the Interim Council of the University of Johannesburg expired on 30 June 2005

DESIGNATION	NAME
a) Chairperson: Interim Council	Dr IL Rensburg
b) Rector: Former RAU	Prof TR Botha
c) Vice-Chancellor and Principal: Former TWR	Prof C Mokadi
d) Vice-Rector (Research and Academic Administration) and Registrar: Former RAU	Prof D van der Merwe
e) Chairperson of Council: Former RAU	Mr AS du Plessis
f) Chairperson of Council: Former TWR	Prof R Marcus
g) Three members of Council: Former RAU	Prof EH Davies Mr MS Phalatse Adv D Mpofu
h) Three members of Council: Former TWR	Ms J Siwani Mr C Gebhardt Mr L Ndlovu

UNIVERSITY OFFICE

2006-06-07

[JAARVERSLAG-2005-COMPOSITION-IC]

UNIVERSITY OF JOHANNESBURG

24

COMPOSITION OF COUNCIL July to December 2005

The Council of the University of Johannesburg assumed office on 1 July 2005.

DESIGNATION	NAME
a) Principal	Prof TR Botha
b) Two Vice-Principals	Prof C Mokadi Prof D van der Merwe
c) Five members appointed by the Minister of Education	Ms M Keeton Adv D Mpofu Prof R Marcus Ms J Siwani Dr IL Rensburg (Chairperson)
d) Two members of the Senate elected by the Senate	Prof T Auf der Heyde Prof JM Otto
e) Two academic employees of the institution elected by the academic employees	Prof AJ Venter Prof ME Muller
f) Two non-academic employees of the institution elected by the non-academic employees	Prof I Broere Mr JA van Schoor
g) Two students, elected by the Student Representative Council	Mr X Fakude (SRC Chairperson) Mr B Malinga
h) Three members of the convocation elected by the convocation	Adv CR van Staden Mr C Gebhardt Ms T Coetzer (Vice-Chairperson)
i) Ten members with a broad spectrum of competencies in the fields of education, business, finance, law, marketing, information technology and human resources management, appointed by the Interim Council	Ms A Botha (Law) Prof EH Davies (Education) Mr J Dikgole (Finance/Education) Dr P Mjwara (IT/Science) Comm NJ Mxakato-Diseko (Business) Mr JJ Njeke (Business/Finance) Dr W Rowland (Business) Mr KB Sibiya (Business/Marketing) Ms K Thoka (Human Resources Management) (One vacancy)
j) One member co-opted by the Council	Vacant

DNA = DID NOT ATTEND

ANNEXURE
B

UNIVERSITY OF JOHANNESBURG

ATTENDANCE OF INTERIM COUNCIL MEETINGS
January to June 2005

NAME	DATE OF MEETING		
	21/01/05	21/04/05	09/06/05
DR IL RENSBURG (CHAIRPERSON)	✓	✓	✓
PROF TR BOTHA	✓	✓	✓
PROF EH DAVIES	✓	✓	DNA
MR AS DU PLESSIS	✓	✓	✓
Mr C GEBHARDT	✓	✓	✓
PROF R MARCUS	✓	✓	✓
PROF C MOKADI	✓	✓	✓
ADV D MPOFU	✓	DNA	✓
MR L NDLOVU	✓	DNA	✓
MR MS PHALATSE	✓	DNA	✓
MS J SIWANI	✓	✓	✓
PROF D VAN DER MERWE	(Not member yet)	✓	✓

DNA = DID NOT ATTEND

UNIVERSITY OFFICE

2006-06-07

[JAARVERSLAG 2005-ATTENDANCE-IC]

ANNEXURE

C

UNIVERSITY OF JOHANNESBURG

26

ATTENDANCE OF COUNCIL MEETINGS July – December 2005

NAME	DATE OF MEETING						
	25/08/05 Meeting	23/09/05 Workshop	24/09/05 Workshop	24/09/05 Meeting	27/10/05 Special meeting	10/11/05 Meeting	09/12/05 Special meeting
DR IL RENSBURG (CHAIR)	✓	✓	✓	✓	✓	✓	DNA
PROF T AUF DER HEYDE	✓	✓	✓	✓	✓	✓	✓
MS A BOTHA	✓	✓	✓	✓	✓	✓	✓
PROF TR BOTHA	✓	✓	✓	✓	✓	✓	✓
PROF I BROERE	✓	✓	✓	✓	✓	✓	✓
MS T COETZER	✓	✓	✓	✓	✓	✓	✓
PROF EH DAVIES	✓	✓	✓	✓	✓	✓	DNA
MR J DIKGOLE	✓	DNA	✓	✓	✓	✓	✓
MR X FAKUDE (SRC)	✓	✓	✓	✓	✓	✓	✓
Mr C GEBHARDT	✓	✓	✓	✓	✓	✓	✓
MS M KEETON	✓	✓	✓	✓	✓	✓	✓
MR B MALINGA (SRC)	DNA	DNA	DNA	DNA	✓	✓	DNA
PROF R MARCUS	DNA	✓	✓	✓	✓	✓	✓
DR P MJWARA	✓	✓	✓	✓	✓	DNA	DNA
PROF C MOKADI	✓	✓	✓	✓	DNA	✓	DNA
ADV D MPOFU	DNA	DNA	DNA	DNA	DNA	✓	DNA
PROF ME MULLER	✓	✓	✓	✓	DNA	DNA	✓
COM NJ MXAKATO-DISEKO	✓	✓	✓	✓	DNA	✓	✓
MR JJ NJEKE	✓	✓	DNA	DNA	✓	DNA	DNA
PROF JM OTTO	✓	✓	✓	✓	✓	✓	✓
DR W ROWLAND	✓	✓	✓	✓	✓	✓	✓
MR KB SIBIYA	✓	✓	✓	✓	✓	✓	✓
MS J SIWANI	✓	✓	✓	✓	✓	DNA	✓
MS K THOKA	✓	✓	✓	✓	✓	DNA	DNA
PROF D VAN DER MERWE	✓	✓	✓	✓	DNA	✓	DNA
MR JA VAN SCHOOR	✓	✓	✓	✓	DNA	✓	✓
ADV CR VAN STADEN	✓	✓	✓	✓	✓	✓	✓
PROF AJ VENTER	✓	DNA	DNA	DNA	✓	✓	✓

DNA = DID NOT ATTEND

UNIVERSITY OFFICE

006-06-07

[REVERSLAG-2005-ATTENDANCE]

**QUALIFICATIONS AWARDED IN 2005 PER CALENDER
YEAR**

27

Subsidy Type	(Multiple Items)
Calendar Year	2005

Student Number	
Qualification Type	Total
BACCALAUREUS TECHNOLOGY DEGREE	680
DOCTORAL DEGREE	88
GENERAL ACADEMIC 1ST B DEGREE	2375
HONOURS DEGREE	1999
MAGISTER TECHNOLOGY DEGREE	54
MASTER'S DEGREE	382
NATIONAL CERTIFICATE	16
NATIONAL DIPLOMA	1871
NATIONAL HIGHER CERTIFICATE	88
NATIONAL HIGHER DIPLOMA	6
POST-GRADUATE B DEGREE	61
POST-GRADUATE DIPLOMA OR CERT.	234
PROFESSIONAL 1ST B DEGREE	460
UNDERGRADUATE DIPLOMA OR CERT.	1778
UNDERGRADUATE OCCASIONAL	1
Grand Total	10093

Note: Subsidy type include Contact and Distance

GRADUATIONS PER YEAR AWARDED, QUALIFICATION TYPE AND APPROVED QUALIFICATION

28

Subsidy Type	(Multiple Items)
Year Awarded	2005

Student Number	Qualification Type	Approved Qualification Name	Total
Post Graduate	DOCTORAL DEGREE	DOCTOR COMMERCII	9
Post Graduate		DOCTOR CURATIONIS	5
		DOCTOR EDUCATIONIS	21
		DOCTOR INGENIERIAE	4
		DOCTOR LITTERARUM ET PHILOSOPHIAE	31
		DOCTOR PHILOSOPHIAE	14
		PHILOSOPHIAE DOCTOR	13
	DOCTORAL DEGREE Total		97
	HONOURS DEGREE	BACCALAUREUS ARTIUM CUM HONORIBUS	360
		BACCALAUREUS ARTIUM HONORIBUS	12
		BACCALAUREUS COMMERCII CUM HONORIBUS	517
		BACCALAUREUS EDUCATIONIS HONORIBUS	813
		BACCALAUREUS PSYCHOLOGIAE	9
		BACCALAUREUS SCIENTIAE CUM HONORIBUS	159
		BACCALAUREUS SCIENTIAE HONORIS	3
	HONOURS DEGREE Total		1873
	MAGISTER TECHNOLOGY DEGREE	M TECH EXTRACTION METALLURGY	1
		M TECH: BIOMEDICAL TECHNOLOGY	5
		M TECH: BIOTECHNOLOGY	1
		M TECH: CHIROPRACTIC	25
		M TECH: HOMOEOPATHY	27
		M TECH: RADIOGRAPHY	1
		M TECH: FINE ART	1
		M TECH: INDUSTRIAL DESIGN	1
		M TECH: MARKETING	1
		M TECH: EDUCATION	2
		M TECH: PUBLIC RELATIONS MANAGEMENT	1
		MAGISTER TECHNOLOGIAE: ENGINEERING: CIVIL	1
	MAGISTER TECHNOLOGY DEGREE Total		67
	MASTER'S DEGREE	MAGISTER ARTIUM	39
		MAGISTER ARTIUM (GD)	49
		MAGISTER COMMERCII	6
		MAGISTER COMMERCII (GD)	112
		MAGISTER CURATIONIS	6
		MAGISTER CURATIONIS (GD)	5
		MAGISTER EDUCATIONIS	4
		MAGISTER EDUCATIONIS (GD)	89
		MAGISTER INGENIERIAE	16
		MAGISTER INGENIERIAE (GD)	11
		MAGISTER LEGUM	2
		MAGISTER LEGUM (GD)	30
		MAGISTER PHILOSOPHIAE	4
		MAGISTER PHILOSOPHIAE (GD)	36
		MAGISTER SCIENTIAE	35
		MAGISTER SCIENTIAE (GD)	8
	MASTER'S DEGREE Total		452
	NATIONAL HIGHER DIPLOMA	N H DIP COAL MINING	2
		N H DIP MINERAL RESOURCE MANAGEMENT	8
	NATIONAL HIGHER DIPLOMA Total		10
	POST-GRADUATE B DEGREE	BACCALAUREUS CURATIONIS (EDUCATIONIS ET ADMINISTRATIONIS)	51
		BACCALAUREUS EDUCATIONIS HONORIBUS	1
	POST-GRADUATE B DEGREE Total		52
	POST-GRADUATE DIPLOMA OR CERT.	FURTHER NATIONAL HIGHER DIPLOMA IN NURSING	143
		FURTHER NATIONAL HIGHER DIPLOMA IN NURSING ADMINISTRATION (1YR)	6
		FURTHER NATIONAL HIGHER DIPLOMA IN NURSING EDUCATION	3
		HIGHER DIPLOMA IN EDUCATION	15
		POSTGRADUATE CERTIFICATE IN EDUCATION	117
		POST-GRADUATE DIPLOMA IN INFORMATION MANAGEMENT	26
	POST-GRADUATE DIPLOMA OR CERT Total		310
Post Graduate Total			2861
Under Graduate	BACCALAUREUS TECHNOLOGY DEGREE	B TECH: EXTRACTION METALLURGY	12
		B TECH: BIOMEDICAL TECHNOLOGY	13
		B TECH: BIOTECHNOLOGY	9
		B TECH: ENVIRONMENTAL HEALTH	33
		B TECH: FOOD TECHNOLOGY	6
		B TECH: INDUSTRIAL DESIGN	6
		B TECH: RADIOGRAPHY	12
		B TECH: ARCHITECTURAL TECHNOLOGY	15
		B TECH: CERAMIC DESIGN	3
		B TECH: CHEMISTRY	3
		B TECH: CLOTHING MANAGEMENT	1
		B TECH: CONSTRUCTION MANAGEMENT	2
		B TECH: CORPORATE ADMINISTRATION	5
		B TECH: COST AND MANAGEMENT ACCOUNTING	7
		B TECH: CREDIT MANAGEMENT	2
		B TECH: EMERGENCY MEDICAL CARE	2
		B TECH: ENGINEERING: CHEMICAL	21
		B TECH: ENGINEERING: CIVIL	40
		B TECH: ENGINEERING: ELECTRICAL	23
		B TECH: ENGINEERING: INDUSTRIAL	7
		B TECH: ENGINEERING: MECHANICAL	23
		B TECH: ENGINEERING: METALLURGY	8
		B TECH: FASHION	4

Student Number	Qualification Type	Approved Qualification Name	Total
Post Graduate	BACCALAUREUS TECHNOLOGY DEGREE	B TECH: FINE ART	4
Under Graduate		B TECH: FOOD & BEVERAGE MANAGEMENT	3
		B TECH: GRAPHIC DESIGN	7
		B TECH: HUMAN RESOURCES MANAGEMENT	19
		B TECH: INFORMATION TECHNOLOGY	65
		B TECH: INTERIOR DESIGN	2
		B TECH: JEWELLERY DESIGN AND MANUFACTURE	1
		B TECH: MARKETING	19
		B TECH: MINING ENGINEERING	40
		B TECH: MULTIMEDIA	6
		B TECH: NURSING	29
		B TECH: OPTOMETRY	15
		B TECH: PODIATRY	5
		B TECH: QUALITY	15
		B TECH: QUANTITY SURVEYING	9
		B TECH: TOWN AND REGIONAL PLANNING	2
		B TECH: BANKING	14
		B TECH: BUSINESS ADMINISTRATION	16
		B TECH: LOGISTICS	10
		B TECH: MANAGEMENT SERVICES	6
		B TECH: POST SCHOOL EDUCATION	5
		B TECH: PRODUCTION AND OPERATIONS MANAGEMENT	5
		B TECH: PUBLIC RELATIONS MANAGEMENT	3
		B TECH: TRANSPORTATION MANAGEMENT	59
	BACCALAUREUS TECHNOLOGY DEGREE Total		616
	GENERAL ACADEMIC 1ST B DEGREE	BACCALAUREUS ARTIUM	865
		BACCALAUREUS COMMERCII	1188
		BACCALAUREUS SCIENTIAE	306
	GENERAL ACADEMIC 1ST B DEGREE Total		2359
	NATIONAL CERTIFICATE	N CERT: HOSPITALITY MANAGEMENT	2
		N CERT: BANKING	2
		N CERT: FINE ART	1
		N CERT: INFORMATION TECHNOLOGY	2
		N CERT: LOGISTICS	1
		N CERT: MARKETING	6
		N CERT: OFFICE MANAGEMENT AND TECHNOLOGY	2
		N CERT: PRODUCTION MANAGEMENT	1
		N CERT: SOMATOLOGY	3
		N CERT: SPORT ADMINISTRATION AND MARKETING	2
		N CERT: SPORT MANAGEMENT	2
		N CERT: TOURISM MANAGEMENT	1
		N CERT: COST AND MANAGEMENT ACCOUNTING	1
		NATIONAL CERTIFICATE: ANALYTICAL CHEMISTRY	3
		NATIONAL CERTIFICATE: ENGINEERING: MECHANICAL	1
		NATIONAL CERTIFICATE: TRANSPORTATION MANAGEMENT	1
		NH CERT: RETAIL BUSINESS MANAGEMENT	2
	NATIONAL CERTIFICATE Total		33
	NATIONAL DIPLOMA	N DIP BUILDING	23
		N DIP CERAMIC DESIGN	5
		N DIP EMERGENCY MEDICAL CARE	11
		N DIP ENGINEERING: ELECTRICAL	91
		N DIP ENGINEERING: METALLURGY	16
		N DIP EXTRACTION METALLURGY	35
		N DIP FINE ART	25
		N DIP GEOLOGY	4
		N DIP GRAPHIC DESIGN	31
		N DIP INDUSTRIAL ENGINEERING	15
		N DIP INTERIOR DESIGN	19
		N DIP METALLIFEROUS MINING	2
		N DIP MINE SURVEYING	10
		N DIP MINING ENGINEERING	33
		N DIP PRODUCTION MANAGEMENT	38
		N DIP THREE-DIMENSIONAL DESIGN	21
		N DIP TOWN AND REGIONAL PLANNING	12
		N DIP: BIOMEDICAL TECHNOLOGY	37
		N DIP: SOMATOLOGY	27
		N DIP: ACCOUNTING	64
		N DIP: ANALYTICAL CHEMISTRY	35
		N DIP: ARCHITECTURAL TECHNOLOGY	14
		N DIP: BANKING	40
		N DIP: BIOTECHNOLOGY	22
		N DIP: CLOTHING MANAGEMENT	10
		N DIP: COMPANY ADMINISTRATION	1
		N DIP: COST AND MANAGEMENT ACCOUNTING	124
		N DIP: ENGINEERING: CHEMICAL	58
		N DIP: ENGINEERING: CIVIL	34
		N DIP: ENGINEERING: COMPUTER SYSTEMS	28
		N DIP: ENGINEERING: MECHANICAL	48
		N DIP: ENVIRONMENTAL HEALTH	45
		N DIP: FASHION	13
		N DIP: FINANCIAL INFORMATION SYSTEMS	29
		N DIP: FOOD & BEVERAGE MANAGEMENT	17
		N DIP: FOOD SERVICE MANAGEMENT	5
		N DIP: FOOD TECHNOLOGY	24
		N DIP: HOSPITALITY MANAGEMENT	70
		N DIP: HUMAN RESOURCES MANAGEMENT	50
		N DIP: INFORMATION TECHNOLOGY	96
		N DIP: JEWELLERY DESIGN AND MANUFACTURE	6
		N DIP: LOGISTICS	45

Student Number	Qualification Type	Approved Qualification Name	Total
Post Graduate			
Under Graduate	NATIONAL DIPLOMA	N DIP: MANAGEMENT	1
		N DIP: MARKETING	30
		N DIP: MULTIMEDIA	16
		N DIP: PRODUCTION AND OPERATIONS MANAGEMENT	26
		N DIP: PUBLIC RELATIONS MANAGEMENT	38
		N DIP: PURCHASING MANAGEMENT	2
		N DIP: RADIOGRAPHY : THERAPY	12
		N DIP: RADIOGRAPHY: DIAGNOSTIC	49
		N DIP: RETAIL BUSINESS MANAGEMENT	18
		N DIP: SPORT ADMINISTRATION AND MARKETING	3
		N DIP: SPORT MANAGEMENT	13
		N DIP: TRAVEL AND TOURISM	1
		N DIP:CREDIT MANAGEMENT	46
		N DIP:MANAGEMENT SERVICES	15
		N DIP:SECURITY MANAGEMENT	1
		N DIP:TOURISM MANAGEMENT	35
		N DIP:TRANSPORTATION MANAGEMENT	21
		NATIONAL DIPLOMA: COMMERCIAL ADMINISTRATION	1
		NATIONAL DIPLOMA: OFFICE MANAGEMENT AND TECHNOLOGY	49
		NATIONAL DIPLOMA: REAL ESTATE	28
	NATIONAL DIPLOMA Total		1738
	NATIONAL HIGHER CERTIFICATE	N H C ANALYTICAL CHEMISTRY	2
		N H CERT COMMERCIAL CATERING	1
		N H CERT: INFORMATION TECHNOLOGY	3
		N H CERT: INTERIOR DESIGN	2
		N H CERT: PRODUCTION MANAGEMENT	1
		NATIONAL HIGHER CERT HUMAN RESOURCE MANAGEMENT	1
		NATIONAL HIGHER CERTIFICATE: TRANSPORTATION MANAGEMENT	1
		NH CERT : HOSPITALITY MANAGEMENT	2
		NH CERT : MARKETING	4
		NH CERT:SECRETARIAL: OFFICE ADMINISTRATION	1
		NHCERT: ACCOUNTANCY	3
		NHCERT: ACCOUNTING	1
		NHCERT: COST AND MANAGEMENT ACCOUNTING	1
		NHCERT: PACKAGING MANAGEMENT	1
	NATIONAL HIGHER CERTIFICATE Total		24
	PROFESSIONAL 1ST B DEGREE	BACCALAUREUS ARTIUM (EDUCATIONIS)	3
		BACCALAUREUS ARTIUM(EDUCATIONIS)	1
		BACCALAUREUS COMMERCI(EDUCATIONIS)	1
		BACCALAUREUS COMPUTATIONIS	9
		BACCALAUREUS CURATIONIS	32
		BACCALAUREUS EDUCATIONIS	41
		BACCALAUREUS INGENERIAE	95
		BACCALAUREUS LEGUM	169
		BACCALAUREUS OPTOMETRIAE	57
		BACCALAUREUS PROCURATIONIS	1
		BACCALAUREUS SCIENTIAE (EDUCATIONIS)	1
	PROFESSIONAL 1ST B DEGREE Total		410
	UNDERGRADUATE DIPLOMA OR CERT.	ADVANCED CERTIFICATE IN EDUCATION	476
		CERTIFICATE (EX CURR)	3
		FURTHER DIPLOMA IN EDUCATION	1199
		HIGHER EDUCATION DIPLOMA	6
	UNDERGRADUATE DIPLOMA OR CERT Total		1684
Under Graduate Total			6864
Grand Total			9725

Note: Subsidy type include Contact and Distance

ANNEXURE
D

UNIVERSITY OF JOHANNESBURG

ANALYSIS OF THE 2005 EMPLOYMENT EQUITY REPORT

Executive Summary

The UJ Equity Report was submitted to the Department of Labour. When the current profile of the UJ is measured against the projected targets for 2010 as set by the Department of Labour, it is clear that transformation will have to be prioritised to ensure sustained future progress in terms of these targets. The current progress with respect to these targets is African 38% (75%), White 53% (12%) and 0.72% (4%). *The figure in brackets represents the projected economically active population in Gauteng which also serves as basis for the targets set by the Department of Labour.*

An analysis of the composition of the UJ permanent staff reveals the following trends:

- African females are very poorly represented in the organisation.
- In all the other groups (Coloureds, Indians and Whites) the female representation is better than the National Economically Active Population (EAP).
- Black employees in the top four occupational levels are poorly represented.
- Persons with disabilities are very poorly represented across the institution.

At the end of the reporting period (September 2005) 205 new recruits were appointed with the following profile:

Academic and non-academic recruits were mainly white (68%).

- 48% of recruits were academic
- 25% of all recruits were White males
- 60% of the recruits were females
- 91% of the recruits in Semi-skilled/discretionary decider category were Black.
- All the recruits in the Unskilled/defined decider were Black.

While it could appear as though the recruitment process is not adequately addressing the issue of employment equity, the impact of the merger process on employment equity practices can not be negated. No integrated talent management strategy or recruitment policy has yet been developed, and employment equity targets have not been strategically set or pursued by the newly merged institution. A large percentage of recruits are academic and it is difficult to compete in the labour market for highly qualified black professional staff. This is also the reason why the top four occupational categories are poorly represented across the institution.

It must also be noted that because of the merger many temporary employees that would not previously have been included in the UJ profile, have had their contracts extended beyond a year which also reflects in the current UJ profile.

The strategic management of transformation within the HR function is a top priority for 2006, and it is envisaged that it will form an integral part of the new HR Operating framework

Analysis of the 2005 Employment Equity Report

The 2005 report submitted to the Department of Labour revealed the following employee profile per occupational category and per occupational level for UJ as at 30 September 2005.

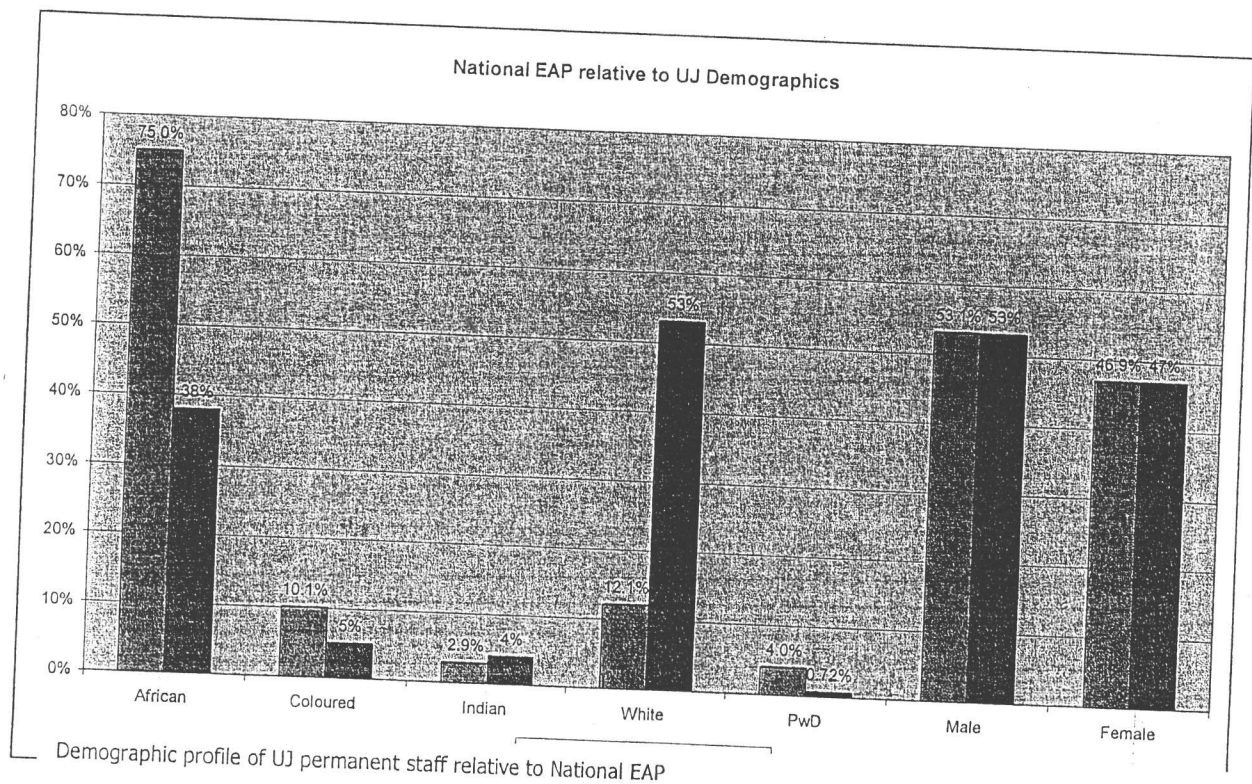
Occupational Categories	Male				Female				TOTAL
	African	Col.	Indian	White	African	Col.	Indian	White	
Legislator, senior official or manager	30	9	8	94	13	4	5	82	245
Professional	122	7	23	385	77	23	29	336	1002
Technician or associate professional	76	11	7	73	28	7	4	68	274
Clerk	85	10	1	17	103	48	19	261	544
Service or sales worker	60	0	0	40	12	3	0	20	135
Craft or related trade worker	47	7	0	17	3	0	0	0	74
Plant or mchn operator or assembler	69	0	0	2	2	0	0	1	74
Elementary occupational worker	185	0	0	4	86	1	0	0	276
TOTAL PERMANENT	674	44	39	632	324	86	57	768	2624
Non - permanent employees	735	32	53	1224	571	39	69	1287	4034
TOTAL	1409	76	92	1856	895	125	126	2055	6658

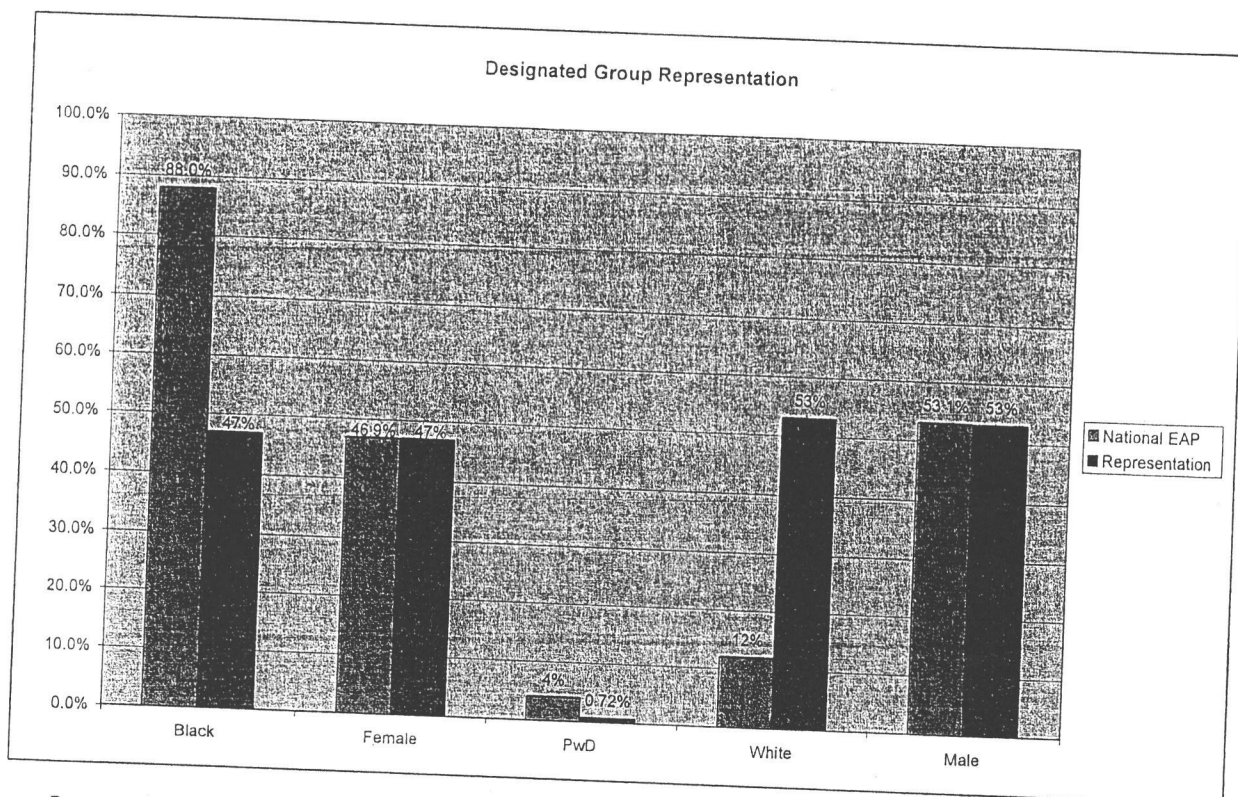
Occupational Levels	Male				Female				TOTAL
	African	Col.	Indian	White	African	Col.	Indian	White	
Top manager	3	1	3	11	1	0	0	1	20
Senior manager	0	2	0	33	0	0	0	20	55
Specialist or Middle manager	17	4	6	232	14	3	11	147	434
Tech. worker or Junior mngmt	244	32	27	311	161	74	45	582	1476
Semi-skill/discretionary decider	356	4	3	45	138	9	1	18	574
Unskilled / defined decider	54	1	0	0	10	0	0	0	65
TOTAL PERMANENT	674	44	39	632	324	86	57	768	2624
Non - permanent employees	735	32	53	1224	571	39	69	1287	4034
TOTAL	1409	76	92	1856	895	125	126	2055	6658

An analysis of the composition of the permanent staff reveals the following trends:

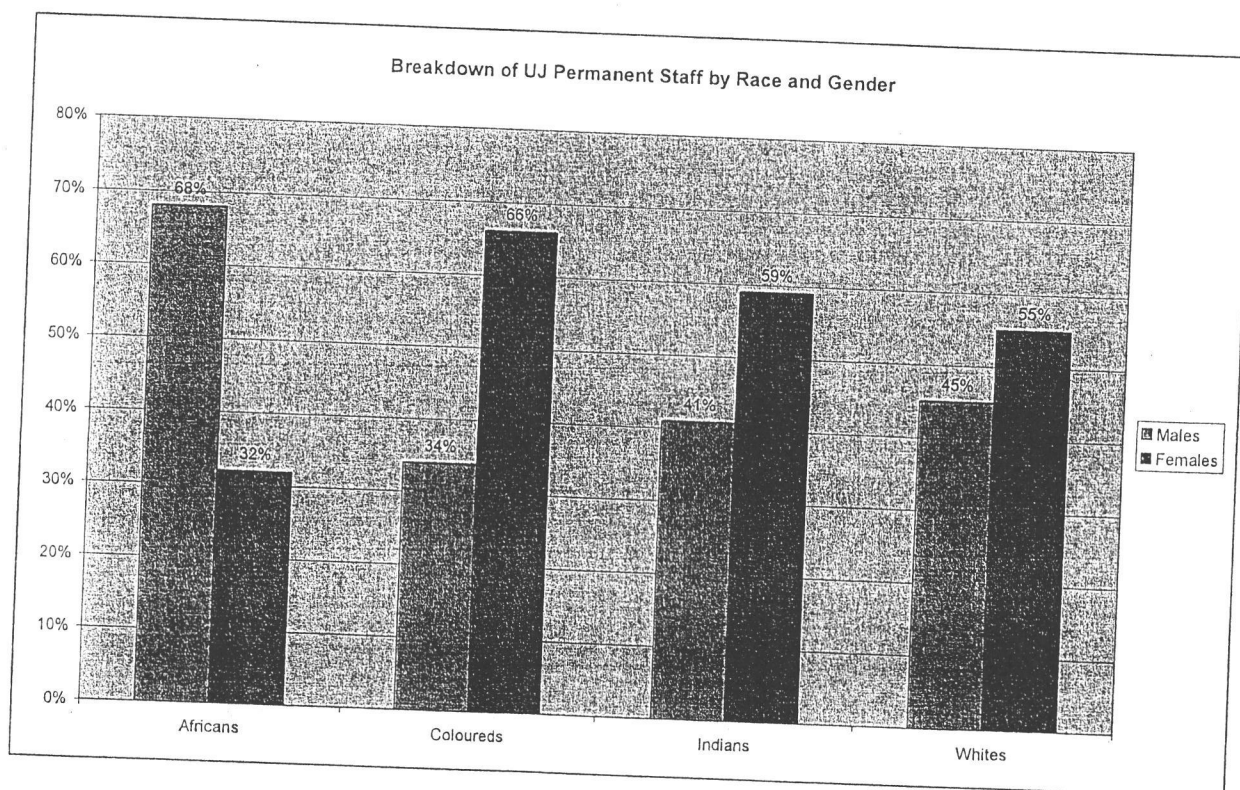
- African females are very poorly represented in the organisation. In all the other groups (Coloureds, Indians and Whites) the female representation is better than the National Economically Active Population (EAP).
- Black employees in the top four occupational levels are poorly represented.
- Persons with disabilities are very poorly represented across the institution.

The following graphs provide a graphic representation of the University of Johannesburg's workforce profile relative to the National Economically Active Population (EAP) as defined by the census 2001 information.





Demographic profile of UJ Designated Group staff relative to National EAP



Demographic profile of Permanent staff by race and gender

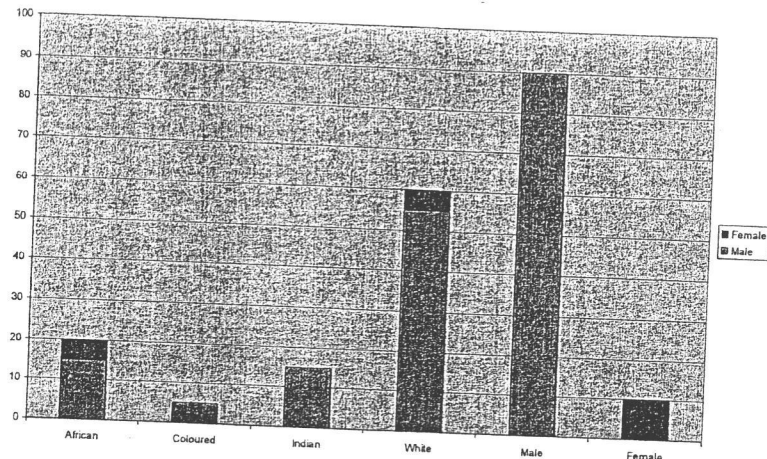
A closer inspection of the workforce profile per occupational level and occupational category reveals the following:

Occupation levels	African		Coloured		Indian		White		Total	
	M	F	M	F	M	F	M	F	M	F
Top Management	3	1	1	0	3	0	11	1	18	2
	75%	25%	100%		100%		92%	8%	90%	10%
	20%		5%		15%		60%			
Senior Management	0	0	2	0	0	0	33	20	33	22
	0	0	100%	0	0	0	62%	38%	60%	40%
	0%		4%		0%		96%			
Professional qualified and experienced Specialists and Mid-management	17	14	4	3	6	11	232	147	259	175
	55%	45%	57%	43%	35%	65%	61%	39%	60%	40%
	7%		2%		4%		87%			
Skilled technical and academically qualified workers, junior Management, Supervisors, foreman and superintendents.	244	161	32	74	27	45	311	582	614	862
	60%	40%	30%	70%	38%	62%	35%	65%	42%	58%
	27%		7%		5%		61%			
Semi-skilled and discretionary decision making	356	138	4	9	3	1	45	18	408	166
	72%	28%	31%	69%	75%	25%	71%	29%	71%	29%
	86%		2%		10%		11%			
Unskilled and defined decision making	54	10	1	0	0	0	0	0	55	10
	84%	16%	100%	0	0	0	0	0	85%	15%
	98%		2%		0%		0%			

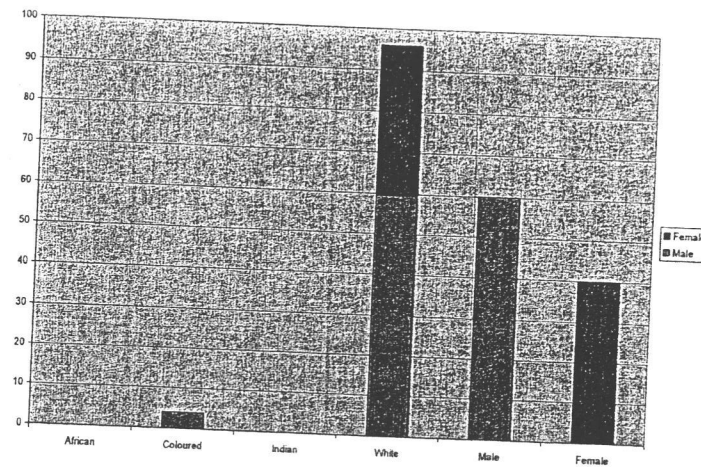
Occupation Categories	African		Coloured		Indian		White		Total	
	M	F	M	F	M	F	M	F	M	F
Legislators, senior officials and managers	30	13	9	4	8	5	94	82	141	104
	70%	30%	69%	31%	62%	38%	53%	47%	56%	44%
	18%		5%		5%		72%			
Professionals	122	77	7	23	23	29	385	336	537	465
	61%	39%	23%	77%	44%	56%	53%	47%	54%	46%
	20%		3%		6%		72%			
Technicians and associate professionals	76	28	11	7	7	4	73	68	167	107
	73%	27%	61%	39%	64%	36%	52%	48%	61%	39%
	38%		7%		4%		51%			
Clerks	85	103	10	48	1	19	17	261	113	431
	45%	55%	17%	83%	5%	95%	6%	94%	21%	71%
	35%		10%		4%		51%			
Service and sales workers	60	12	0	3	0	0	40	20	100	35
	83%	17%	0	100%	0	0	67%	33%	74%	26%
	53%		2%		0%		45%			
Craft and related trades workers	47	3	7	0	0	0	17	0	54	20
	94%	6%	100%				100%	0	73%	27%
	68%		9%		0%		23%			
Plant and machine operators and assemblers	69	2	0	0	0	0	2	1	71	3
	97%	3%	0	0	0	0	67%	33%	96%	4%
	96%		0%		0%		4%			
Elementary occupations	185	86	0	1	0	0	4	0	189	87
	68%	32%	0	100%	0	0	100%	0	68%	32%
	98%		0.4%				1.6%			

The break-down of UJ staff by race and gender per occupational level can be graphically represented as follows:

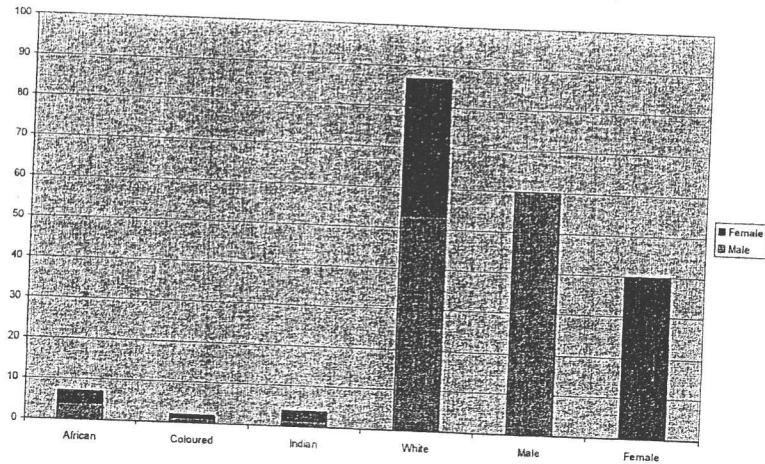
Top managers by race and gender 30/09/05



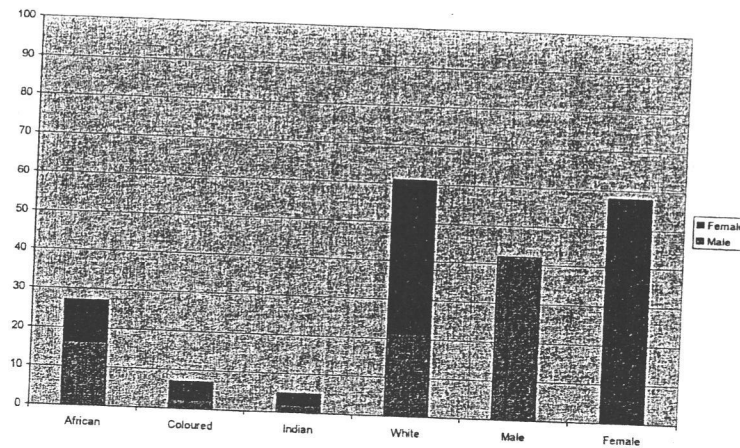
Senior Managers by race and gender 30/09/05



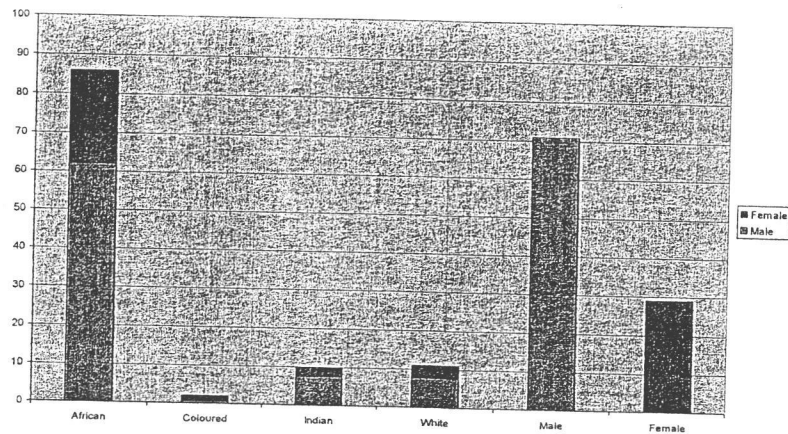
Professionals, specialists and mid-management by race and gender 30/09/05



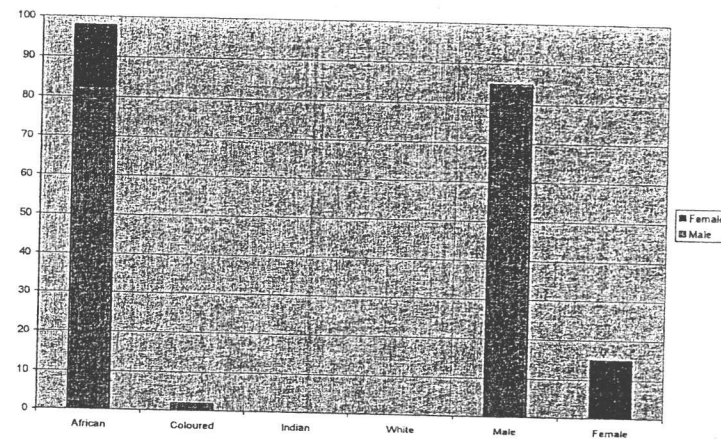
Skilled workers, junior management, supervisors, foreman and superintendents by race and gender 30/09/05



Semi-skilled and discretionary decisionmaking by race and gender 30/09/05

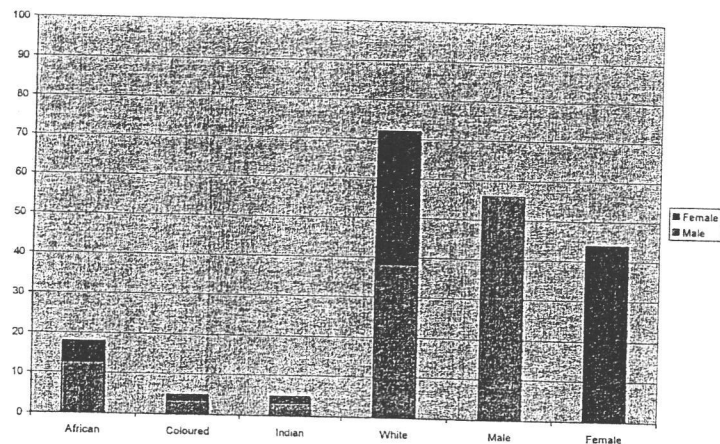


Unskilled and defined decisionmaking by race and gender 30/09/05

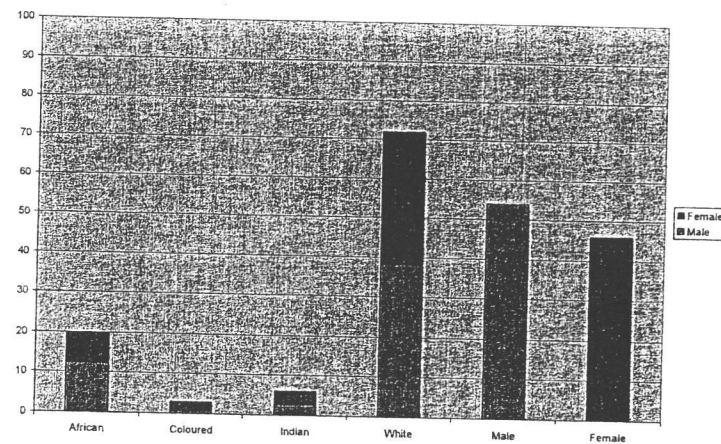


The breakdown of UJ staff by race and gender per occupational category can be graphically represented as follows:

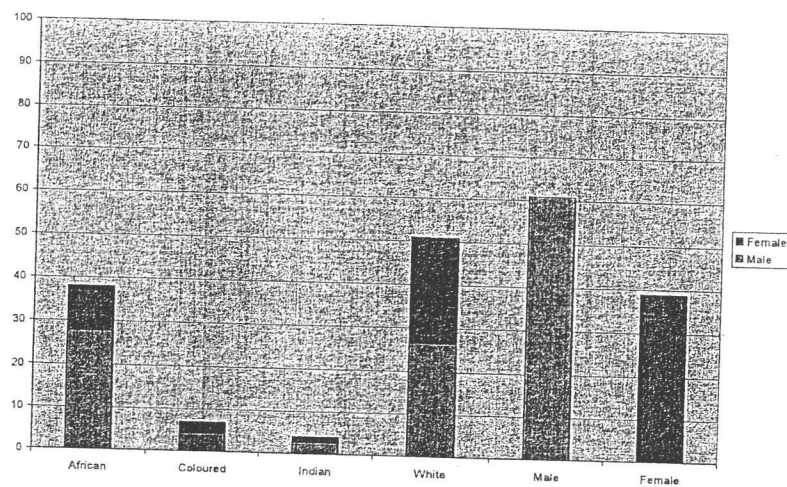
Legislators, senior officials and managers by race and gender 30/09/05



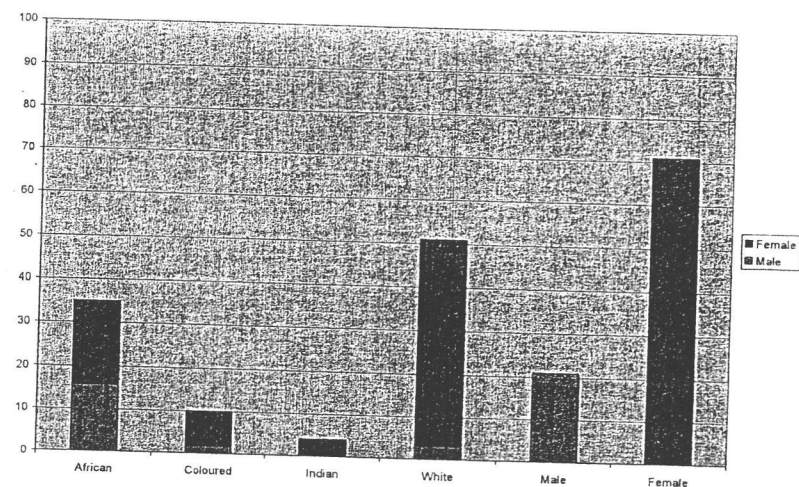
Professionals by race and gender 30/09/05



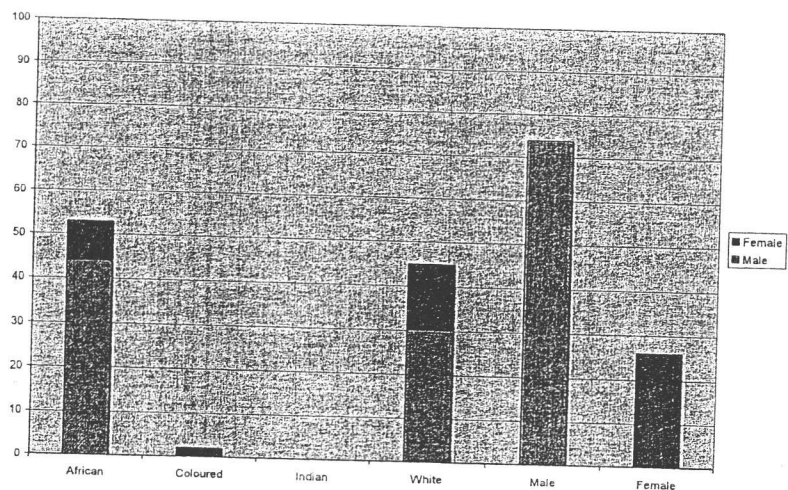
Technicians and associate professionals by race and gender 30/09/05



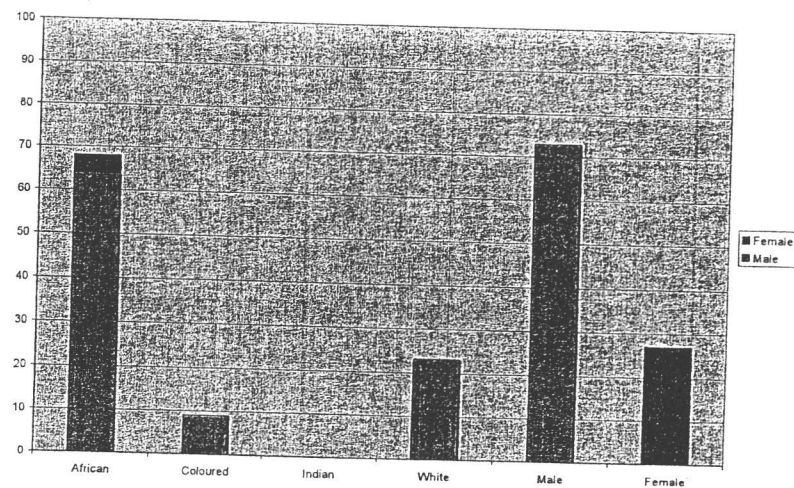
Clerks by race and gender 30/09/05



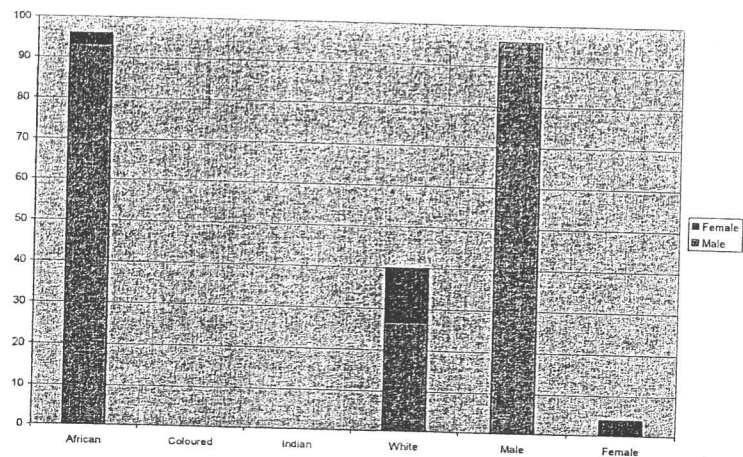
Service and sales workers by race and gender 30/09/05



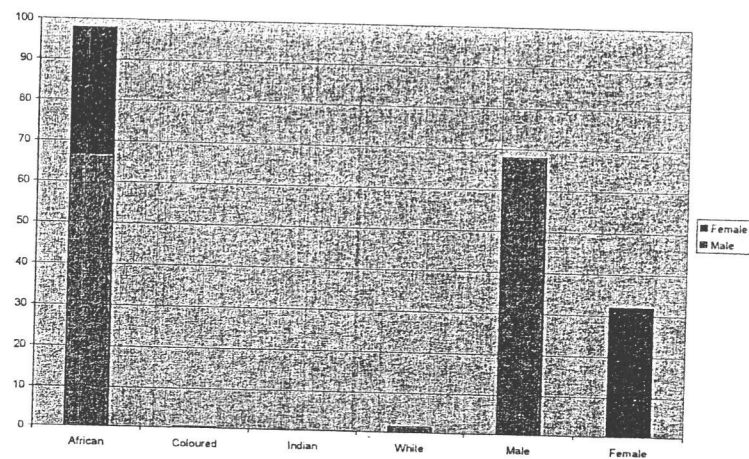
Craft and related trades workers by race and gender 30/09/05



Plant and machine operators and assemblers by race and gender 30/09/05



Elementary occupations by race and gender 30/09/05



Terminations 1/1/05 – 30/9/05

The terminations for 2005 were as follows:

	Africans	Coloureds	Indians	Whites
Total	71	13	7	67
Percentage	45%	8%	4%	43%
Males vs. females	41/30	6/7	4/3	26/41

The number of females (51.3%) and blacks (57.6% of terminations) who left the service of UJ is cause for concern, especially since UJ cannot afford to lose any of the African female employees. It is thus cause for concern that 19% of the total terminations (37% of the total of female terminations) were African females.

Appointments 1/1/05 – 30/9/05

A total of 205 appointments were made. An analysis of these appointments is as follows:

Africans	Coloureds	Indians	Whites
66	9	9	121
32,2%	4,4%	4,4%	59%
38% females	67% females	67% females	60% females

A closer look at the recruitments reveals the following:

- 41% of the recruits were Black with 32% of these being African.
- 28 of the 37 recruits in the occupational level "Specialist or middle manager" were academics. In this occupational level 20 of the 28 academics were White and were appointed in the following departments/sections:
 - Accounting (5)
 - Auditing (3)
 - Communication studies (2)
 - Curriculum studies (2) and one each for the following:
 - Botany
 - Chemistry and Biochemistry
 - Civil Engineering
 - Communication studies
 - English
 - Philosophy

Construction management
Extraction metallurgy.

- 5 of the 9 non-academic specialists or middle managers were Black.

Analysis of the recruits in the occupational level "technical worker or junior manager" reveals the following:

- 68% were White
- 25% of all recruits were White males
- 60% of the recruits were females
- 48% of the recruits were academics
- 77% of the academics recruited were Whites and were in the following sections:

Academy for Information Technology (5)
Anthropology and development studies (4)
Accounting (3)
Chemistry and Biochemistry (3)
Psychology (3)
Communication (2)
Botany (2) and one each in the following sections:
Marketing
Business information systems
Auditing
Business management
English
Mathematics
Mechanical engineering
Semitic languages
Sociology
Zoology
Chiropractic
Civil engineering
Fine art
Homeopathy
Town planning
Graphic design

- 63% of the non-academic recruits were White and included the following:
Administrative assistants (14)
Technical assistants (4)
Secretaries (4)
Library assistants (4)
Accountants (3) and amongst others, one each of the following:
Typist

House parent
 Public relations officer
 Communications officer
 Video production technician
 Stores manager
 Radiographer.

- 91% of the recruits in Semi-skilled/discretionary decider category were Black.
- All the recruits in the Unskilled/defined decider were Black.

While it could appear as though the UJ recruitment process is not adequately addressing the issue of employment equity, the impact of the merger process on employment equity practices can not be negated. The merger process has not yet resulted in an improvement in the equity profile of the University of Johannesburg. No integrated talent management strategy or recruitment policy has yet been developed, and employment equity targets have not been strategically set or pursued by the newly merged institution. A large percentage of recruits are academic and it is difficult to compete in the labour market for highly qualified black professional staff. This is also the reason why the top four occupational categories are poorly represented across the institution.

It must also be noted that because of the merger many temporary employees that would not previously have been included in the UJ profile, have had their contracts extended beyond a year which also reflects in the current UJ profile.

The strategic management of transformation within the HR function is a top priority for 2006, and it is envisaged that it will form an integral part of the new HR Operating framework.

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DEPARTMENT OF LABOUR EMPLOYMENT EQUITY

Web Address / Adres
Enquiries / Navrae
Fax / Faks
Helpline Number

www.labour.gov.za
(012) 309 4330 / (012) 309 4898
(012) 309 4737 / (012) 309 4188
0860 101018



Republic of South Africa
Department of Labour

Street Address
Laborie Building
215 Schoeman Street
Pretoria
Postal Address
Private Bag X 117
Pretoria
0001

Strateadres
Laborie Gebou
Schoemanstraat 215
Pretoria
Posadres
Privaat Sak X 117
Pretoria
0001

UNIVERSITY OF JOHANNESBURG

P.O. BOX 524
AUCKLAND PARK
2006

Tel: (011) 4892985
Fax: (011) 4892888

EE Ref: 14687
Date: 2005/11/03

Dear Sir/Madam

ACKNOWLEDGEMENT OF SUCCESSFUL COMPLETION OF EMPLOYMENT EQUITY REPORT FOR 3 OCTOBER 2005 REPORTING PERIOD

The Department of Labour is glad to inform you that you have successfully completed the report for the 3 OCTOBER 2005 reporting period.

The submitted information will assist the Department to:

- Establish the state of employment equity in South Africa.
- Establish the extent of compliance with the Act and address non-compliance.
- Benchmark sectors and geographical areas.

We look forward to your continued cooperation with the Employment Equity Act.

Yours in equity,

pp DIRECTOR-GENERAL: DEPARTMENT OF LABOUR



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DEPARTMENT OF LABOUR

Employment Equity Report

Page: 1 of 12

Employment Equity Act
55 of 1998, Section 21

PLEASE READ THIS FIRST



WHAT IS THE PURPOSE OF THIS FORM?
This form contains the format for employment equity reporting to the Department of Labour. The form incorporates the reporting requirements for designated employers, both smaller (less than 150 employees) and larger (150 or more employees). The form also contains the progress report to be completed after the first round of reporting.

WHO COMPLETES THIS FORM? All designated employers that have to submit a report in terms of the Employment Equity Act, 55 of 1998. Any employer completing the Employment Equity Report voluntarily.

INSTRUCTIONS A designated employer that employs 150 or more employees must:

- Submit the first report by 1 June 2000, and thereafter annually on the first working day of October, starting in 2001.
- Complete all sections of this form, except for section G (progress) in the first report
- Complete all sections of this form, including section G, in subsequent reports.

A designated employer that employs less than 150 employees must:

- Submit its first report by 1 December 2000, and thereafter every second year on the first working day of October, starting in 2002.
- Complete sections A, B, F and H in the first report
- Complete sections A, B, F, G and H in subsequent reports.
- Complete question 8.2 (termination categories) in all reports.
- Optionally complete sections C, D and E in all reports.

SEND TO: Employment Equity Registry
The Department of Labour
Private Bag x117
Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3202059 / 3220413
e-mail: ee@labour.gov.za
website: www.labour.gov.za

Section A: Employer Details

EE Ref No:	14687
Employer:	UNIVERSITY OF JOHANNESBURG
Registration No:	
SARS Registration No:	7080754312
UIF Number:	4080754312
Contact Person:	DR. BASIL RHODES
Address:	P.O. BOX 524
City/Town:	AUCKLAND PARK
Province:	GAUTENG
Postal Code:	2006
Telephone No:	(011)4892985
Fax No:	(011)4892888
E-Mail Address:	BR@RAU.AC.ZA
Date of Submission:	2005-10-10

Organ of State:

Yes	No
X	

Employment Equity Report



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Employment Equity Report

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Section B: Workforce Profile

Please Read the instructions first



- a. Include persons with disabilities in question 2 and 4 as well as separately in questions 3 and 5
- b. The totals for questions 2 and 4 should tally exactly.
- c. The totals for questions 3 and 5 should tally exactly.
- d. The summary of the occupational categories is available in EEA 10 of the Regulations. The complete classification system is available from Statistics South Africa.
- e. Occupational levels appear in EEA 9 of the Regulations
- f. When completing question 3 and 5 only include permanent employees in the occupational categories and levels
- g. For reporting purposes, non-permanent employees refer to those who are employed to work for less than 24 hours per month, or those engaged to work for less than 3 continuous months.
- h. In section C (Employee Movements) only permanent employees should be reported.

1. Date of workforce profile: 03/11/2005
2. Please report the total number of employees (including employees with disabilities) in each of the following occupational categories:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	30	9	8	94	13	4	5	82	245
Professionals	122	7	23	385	77	23	29	336	1002
Technicians and associate professionals	76	11	7	73	28	7	4	68	274
Clerks	85	10	1	17	103	48	19	261	544
Service and sales workers	60	0	0	40	12	3	0	20	135
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	47	7	0	17	3	0	0	0	74
Plant and machine operators and assemblers	69	0	0	2	2	0	0	1	74
Elementary occupations	185	0	0	4	86	1	0	0	276
TOTAL PERMANENT	674	44	39	632	324	86	57	768	2624
Non-permanent employees	735	32	53	1224	571	39	69	1287	4010
TOTAL	1409	76	92	1856	895	125	126	2055	6634

Employment Equity Report

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DEPARTMENT OF LABOUR

Employment Equity Report

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3. Please report the total number of employees with disabilities in each of the following occupational categories:

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	0	0	0	1	0	0	0	0	1
Professionals	1	0	0	6	0	0	0	1	8
Technicians and associate professionals	0	0	0	2	0	0	0	1	3
Clerks	0	0	0	0	0	0	0	2	2
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	1	0	0	0	0	1
Plant and machine operators and assemblers	2	0	0	0	0	0	0	0	2
Elementary occupations	1	0	0	0	0	0	0	0	1
TOTAL PERMANENT	4	0	0	10	0	0	0	4	18
Non-permanent employees	0	0	0	1	0	0	0	0	1
TOTAL	4	0	0	11	0	0	0	4	19

4. Please report the total number of employees (including employees with disabilities) in each of the following occupational levels :

Occupational Levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	3	1	3	11	1	0	0	1	20
Senior management	0	2	0	33	0	0	0	20	55
Professionally qualified and experienced specialists and mid-management	17	4	6	232	14	3	11	147	434
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	244	32	27	311	161	74	45	582	1476
Semi-skilled and discretionary decision making	356	4	3	45	138	9	1	18	574
Unskilled and defined decision making	54	1	0	0	10	0	0	0	65
TOTAL PERMANENT	674	44	39	632	324	86	57	768	2624
Non-permanent employees	735	32	53	1224	571	39	69	1287	4010
TOTAL	1409	76	92	1856	895	125	126	2055	6634

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5. Please report the total number of employees with disabilities in each of the following occupational levels:

Occupational Categories	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	4	0	0	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	1	0	0	6	0	0	0	4	11
Semi-skilled and discretionary decision making	2	0	0	0	0	0	0	0	2
Unskilled and defined decision making	1	0	0	0	0	0	0	0	1
TOTAL PERMANENT	4	0	0	10	0	0	0	4	18
Non-permanent employees	0	0	0	1	0	0	0	0	1
TOTAL	4	0	0	11	0	0	0	4	19

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Section C: Workforce Movement

Reporting period for workforce movement (past 12 months):

From: 01/01/2005

To: 30/09/2005

6. Recruitment: (report the total number of new recruits during the twelve months preceding this report):

Occupational Levels	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	4	0	0	0	1	5
Professionally qualified and experienced specialists and mid-management	4	1	0	12	2	0	3	15	37
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	16	1	2	31	14	5	2	55	126
Semi-skilled and discretionary decision making	16	1	1	2	9	1	1	1	32
Unskilled and defined decision making	5	0	0	0	0	0	0	0	5
TOTAL PERMANENT	41	3	3	49	25	6	6	72	205

People with disabilities	0	0	0	0	0	0	0	0	0
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7. Promotion: (report the total number of promotions into each occupational level during the twelve months preceding this report)

Occupational Levels	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	1	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	2	0	0	8	1	0	3	5	19
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	7	0	0	3	1	0	0	8	19
Semi-skilled and discretionary decision making	16	0	0	0	3	0	0	2	21
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	25	0	0	12	5	0	3	15	60

People with disabilities	0	0	0	0	0	0	0	0	0
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Section C: Workforce Movement - continued

8. Termination:

8.1 Termination: (report the total number of terminations in each occupational level during the twelve months preceding this report):

Occupational Levels	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management	1	0	0	0	0	0	0	0	1
Senior management	0	0	0	2	0	0	0	0	2
Professionally qualified and experienced specialists and mid-management	3	1	0	8	1	0	0	7	20
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	14	2	4	16	16	5	2	29	88
Semi-skilled and discretionary decision making	18	2	0	0	11	2	1	4	38
Unskilled and defined decision making	5	1	0	0	2	0	0	1	9
TOTAL PERMANENT	41	6	4	26	30	7	3	41	158
People with disabilities	0	0	0	1	0	0	0	0	1

8.2 Termination categories: (report the total number of terminations in each category during the twelve months preceding this report)

Terminations	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Resignation	12	4	1	11	14	2	0	17	61
Non-renewal of contract	24	2	3	6	12	5	3	17	72
Dismissal - operational requirements (retrenchment)	0	0	0	0	0	0	0	0	0
Dismissal - misconduct	1	0	0	0	0	0	0	0	1
Dismissal - incapacity	0	0	0	1	0	0	0	1	2
Other	4	0	0	8	4	0	0	6	22
TOTAL	41	6	4	26	30	7	3	41	158

Section D: Disciplinary Action

9. Disciplinary action:

(report the total number of disciplinary actions during the twelve months preceding this report)

	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Disciplinary Action	11	3	1	4	3	1	1	0	24



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Section E: Skills Development

10. Training:

(report the total number of people who received training in each occupational category during the twelve months preceding this report)

Occupational Categories	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	3	2	0	11	1	0	1	16	34
Professionals	8	5	4	73	6	5	1	60	162
Technicians and associate professionals	1	1	0	7	4	2	0	16	31
Clerks	4	0	0	0	15	6	4	21	50
Service and sales workers	1	0	0	1	0	0	0	1	3
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	1	0	1	0	0	0	0	2
Plant and machine operators and assemblers	3	0	0	0	0	0	0	0	3
Elementary occupations	7	0	0	0	1	0	0	0	8
TOTAL PERMANENT	27	9	4	93	27	13	6	114	293
Non-permanent employees	9	0	2	17	6	1	1	14	50
TOTAL	36	9	6	110	33	14	7	128	343

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Section F: Qualitative Assessment

11. Awareness of Employment Equity:

11.1 Please indicate which of the following awareness measures were implemented by your organisation:

	Yes	No
Formal written communication	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Policy statement includes reference to employment equity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Summary of the Act displayed	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employment Equity training	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Diversity management programmes	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Discrimination awareness programmes	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (please specify) :	<input checked="" type="checkbox"/>	<input type="checkbox"/>
In the light of the merger each of the separate institutions still accepted responsibility for this as part of the EE Plan devised by each institution.		

11.2 Please indicate how many employees received employment equity/non-discrimination training during the past year:

Number of employees trained	65
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12. Consultation:

12.1 Please indicate which stakeholders were involved in the consultation process prior to the development of your employment equity plan:

	Yes	No
Workplace forum	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consultative body or forum	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Registered trade union (s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (please specify) :	<input checked="" type="checkbox"/>	<input type="checkbox"/>
As indicated earlier the EE plans for the separate institutions were consulted with employees before the merger.		

12.2 What was the level of agreement reached in the formulation of the plan:

<input checked="" type="checkbox"/> Total	<input type="checkbox"/> Sufficient	<input type="checkbox"/> Some	<input type="checkbox"/> None
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12.3 How regularly do you meet with the stakeholders mentioned in 12.1:

<input type="checkbox"/> Weekly	<input type="checkbox"/> Monthly	<input checked="" type="checkbox"/> Quarterly	<input type="checkbox"/> Yearly	<input type="checkbox"/> Other
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Section F: Qualitative Assessment - continued

13. Analysis:

Please indicate in which categories of employment policy or practices *barriers* to employment equity were identified:

Categories	Yes	No	If yes, specify
Recruitment procedures		X	
Advertising positions		X	
Selection criteria		X	
Appointments		X	
Job classification and grading		X	
Remuneration and benefits		X	
Terms and conditions of employment		X	
Job assignments		X	
Work environment and facilities	X		Some working environments were not easily accessible to persons with a disability.
Training and development	X		Certain service workers were not yet on NQF 1 and thus could not enter into learnerships.
Performance and evaluation systems	X		The lack of an effective performance management system appeared to be a problem. There is no link between performance management and training and development and succession planning.
Promotions	X		Promotion criteria are not clearly defined for non-academic staff, limiting opportunities for growth and development.
Transfers		X	
Demotions		X	
Succession and experience planning	X		No formal succession planning exists which limits opportunities for career growth and advancement.
Disciplinary measures		X	
Dismissals		X	
Corporate culture		X	
HIV/Aids education and prevention		X	
Other (please specify):		X	

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Section F: Qualitative Assessment - continued

14. Employment Equity Plan:

Please indicate in which categories affirmative action measures have been implemented:

Categories	Yes	No	If yes, specify
Recruitment procedures		X	
Advertising positions		X	
Selection criteria		X	
Appointments		X	
Job classification and grading		X	
Remuneration and benefits		X	
Terms and conditions of employment		X	
Job assignments		X	
Work environment and facilities	X		Modifications to lifts and ramps have been made and additional equipment has been purchased to accomodate persons with a disability.
Training and development	X		Workplace certificates providing entry-level competences to enter into learnerships have been arranged for employees.
Performance and evaluation systems	X		A management performance system has been purchased.
Setting numerical goals		X	
Promotions	X		A promotion policy has been implemented for academic staff.
Transfers		X	
Demotions		X	
Succession and experience planning		X	
Disciplinary measures	X		A comprehensive policy with regard to performance counselling has been developed.
Diversity programs and sensitisation		X	
Community investment and bridging programs		X	
Retention measures		X	
Reasonable accomodation		X	
Other (please specify) :		X	

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Section F: Qualitative Assessment - continued

15. Numerical goals:

15.1 Please use the table below to indicate the numerical goals you have set for your current employment equity plan:

Occupational Categories	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	1	1	1	0	1	0	0	1	5
Professionals	27	2	3	6	41	5	3	8	95
Technicians and associate professionals	6	1	0	1	8	1	1	2	20
Clerks	14	2	1	3	20	2	2	4	48
Service and sales workers	5	0	0	1	7	1	1	2	17
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	4	0	0	1	7	1	1	1	15
Plant and machine operators and assemblers	5	0	0	0	0	0	0	0	5
Elementary occupations	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	62	6	5	12	84	10	8	18	205
Non-permanent employees	0	0	0	0	0	0	0	0	0
TOTAL	62	6	5	12	84	10	8	18	205

15.2 By which year do you plan to achieve the above numerical goals:

2006

16. Resources:

Please indicate what resources have been allocated to the implementation of employment equity during the past year:

Allocation of Resources		Yes	No
Appointed a designated officer to manage the implementation		X	
Allocated a budget to support the implementation goals of employment equity		X	
Time off for employment equity consultative committee (or equivalent) to meet on a regular basis		X	
Other (please specify) :			X

17. Monitoring and evaluation of implementation:

How regularly do you monitor progress on the implementation of the employment equity plan:

Weekly Monthly ☒ Quarterly Yearly Other

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Employment Equity Report

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Section G: Progress Report

(Section G to be completed from the second cycle of reporting onwards)

18. Reporting period:

From: 01/01/2005To: 30/09/2005

19. Did you achieve the numerical goals as set out in your employment equity plan for this period:

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

20. Did you achieve the affirmative action objectives as set out in your employment equity plan for this period:

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

20.1 If not, what were the obstacles you experienced

None

20.2 If yes, what factors promoted the accomplishment of your goals and objectives

A willingness by Management to set resources available to do justice to affirmative action measures.

Section H: Signature of Chief Executive Officer

Signed on this 03 day of November - 2005 at: JohannesburgSignature _____ Full Name : Theunis Roux Botha

ANNEXURE
E

UNIVERSITY OF JOHANNESBURG
DRAFT STRATEGIC GOALS AND KPI's.

Is it only a plan or are we going to do it?

PREAMBLE

The University of Johannesburg (UJ) was established on 1 January 2005. It was the result of the combination of three institutions, each with an own culture, ethos and academic thrust. This, the first strategic plan for the University of Johannesburg, must give direction and create unity of purpose for the new university and its diverse stakeholders. It must ensure that each individual stakeholder of the University, be it a student, be it a staff member, be it an external person with a vested or personal interest in the welfare of this institution will know where the University intends going and what it wants to achieve. It is a document with which internal stakeholders can identify and can use to collectively take the University forward. It tells the outside world what the University stands for and how it wants to be judged.

This strategic plan must be read in terms of the Universities commitment to the transformational objectives as reflected in the Education White Paper 3: A Programme for the Transformation of Higher Education (1997) and summarized in the National Plan for Higher Education (2001): to ensure an equitable, sustainable and productive higher education system that will be of high quality and contribute effectively and efficiently to the human resource skills, knowledge and research needs of the country and which is consistent with the non-racial, non-sexist and democratic values enshrined in the Constitution.

The strategic plan is structured in terms of vision, mission and core values statements followed by a set of strategic goals. The latter are accompanied by key performance indicators (KPI's) according to which progress in the pursuit of the goals can be measured. Each year specific objectives will be set, accompanied by specific targets in terms of the relevant KPI's which will inform the business model of the University. This will ensure that the University proceeds purposefully in the direction it set for itself.

The strategic goals are not intended to address operational or cross-cutting issues, unless these are representative of the focus areas identified as part of the strategic thrust. This does not mean that these issues are not important. Aspects such as strategic leadership, professional management, quality assurance and service rendering are recognised as vital to the sustainability and future success of the University. They, and other operational and all cross-cutting aspects, have to be maintained at levels commensurate with a university that is among the leading higher education institutions in South Africa.

An assessment will be made on an annual basis of the progress made in complying with the expectations created by the strategic goals.

VISION AND MISSION AND VALUES:

Vision	An internationally recognised South African university providing and expanding academic and technological knowledge and skills that promote growth and prosperity.
Mission	<p>We are committed to:</p> <ul style="list-style-type: none"> • Partnerships with our communities; • Supporting access to a wide spectrum of academic and technological teaching, learning and research; • Leading, challenging, creating and exploring knowledge.
Values	<ul style="list-style-type: none"> • Academic distinction; • Integrity and respect for diversity and human dignity; • Academic freedom and accountability; • Individuality and collective effort. • Innovation

GOALS:

GOAL ONE: A REPUTABLE BRAND

<p>To promote recognition of the University of Johannesburg as a South African institution whose brand is synonymous with:</p> <ul style="list-style-type: none"> ❖ excellence in teaching and learning, ❖ nationally and internationally competitive and innovative research ❖ its contributions to the well-being of its stakeholder communities. 	<p>Key Performance Indicators:</p> <p>Recognition of the University as evidenced in:</p> <ol style="list-style-type: none"> 1. Media coverage of the institution; 2. Recognition and participation of staff members and students on national and international platforms by means of key addresses and equivalent presentations; 3. Regular perceptual studies; 4. Attracting and retaining quality students; 5. Attracting and retaining quality staff; 6. Establishing relationships with reputable national and international institutions; 7. Employability of UJ students; and 8. Positioning the University to attract competitive resources.
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GOAL TWO: EXCELLENCE IN TEACHING AND LEARNING

<p>To promote and sustain excellence in teaching and learning by quality assurance practices and actively developing and implementing cutting edge teaching, learning and assessment strategies.</p>	<p>Key Performance Indicators:</p> <ol style="list-style-type: none"> 1. Student satisfaction; 2. Success rate of students registered on an appropriate census date; 3. Teaching staff effectiveness; 4. Programme reviews by peers and industry; 5. Regular assessment of the impact of academic development; 6. Systematic progress towards meeting and exceeding relevant requirements of the HEQC and other regulatory bodies;
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	<ol style="list-style-type: none"> 7. Staff increasingly use recommended state of the art teaching methods.; 8. The number of Masters and PhD's among university staff; and 9. The percentage of staff without doctorates registered for formal further study.
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GOAL THREE: INTERNATIONALLY COMPETITIVE RESEARCH

<p>To establish by 2010 the University of Johannesburg among the top research universities in the country in terms of nationally and internationally accepted research criteria.</p>	<p>Key Performance Indicators:</p> <ol style="list-style-type: none"> 1. The number, throughput and marks of postgraduate students, and the number of postdoctoral fellows; 2. The number of publications in accredited journals, and other recognised research outputs; 3. The annual research budget and external income; 4. The number of collaborative research projects; 5. The number of NRF rated researchers and level of rating; 6. Number of academic staff with research qualifications; 7. Funds invested in formally established centres of research; 8. Impact of UJ research; and 9. Addressing national, provincial and local imperatives in terms of research agendas.
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GOAL FOUR: AN ENGAGED UNIVERSITY

<p>To add value to external constituencies through strategic initiatives and partnerships.</p>	<p>Key Performance Indicators:</p> <ol style="list-style-type: none"> 1. Formalised agreement(s) with South African, African and international partners outside higher education; 2. The number of formal projects, addressing ASGI-SA, JIPSA, SADC, MDG, and/or NEPAD goals; 3. Engagement in regional and national projects; 4. University contribution to lifelong learning; 5. Public appearances, contributions to public debate and invited responses to public statements; 6. The number of staff and students involved in formally approved community engagement projects; 7. The number of community engagement projects; 8. Expenditure budget for community engagement projects; and 9. Number of community engagement projects directly linked to teaching/learning.
--	--

GOAL FIVE: MAXIMIZE THE INTELLECTUAL CAPITAL

<p>To create and maintain an environment and institutional climate in which the intellectual</p>	<p>Key Performance Indicators:</p> <ol style="list-style-type: none"> 1. The attraction, retention and development of top quality staff (measures human capital); 2. Qualifications of staff (measures human capital);
--	---

<p>capital (Intellectual capital comprises of human capital, structural capital, and customer capital)¹ of the university is actively developed, sustained and utilised in the best interest of the University, the community, the country, and the individual.</p>	<ol style="list-style-type: none"> 3. Sum of relevant work experience of staff (measures human capital); 4. Real value of investment in IT. (measures an important aspect of structural capital); 5. Staff and Post Graduate satisfaction as is evident from a survey regarding effectiveness and efficiency of policies, procedures, computer systems, and rules. (measures the quality of structural capital); 6. Number of students re-enrolling with the University after completion of initial study period (measures the contribution of the University to customer capital); and 7. Skills development.
--	---

GOAL SIX: INSTITUTIONAL EFFICIENCY AND EFFECTIVENESS

<p>To ensure the highest levels of efficiency and effectiveness at all management levels.</p>	<p>Key Performance Indicators:</p> <ol style="list-style-type: none"> 1. Generic: <ul style="list-style-type: none"> • Meet the relevant HEQC Audit criteria as well as those of other regulatory bodies; • Staff and student satisfaction with internal service rendering on campus, obtained through satisfaction survey in alternate years; • Monitoring the development and implementation and of Service Level Agreements; and • Annual Institutional Effectiveness Report on progress pertaining to the goals of the Strategic Plan. 2. Finance: <ul style="list-style-type: none"> • Financial management at all levels within budgetary limits; and • Financial indicators as required by Council. 3. Human Resources: <ul style="list-style-type: none"> • Institutional redesign process (new business model) completed before end of 2007; • Formal institutional Performance Management System for staff will be implemented before 2008; • HR skills profile; • Staff turnover; • Employment Relations (ER) performance indicators; and • Staff wellness. 4. Efficiency and effectiveness of internal communication.
---	---

GOAL SEVEN: CULTURE OF TRANSFORMATION

<p>To promote the UJ Values and create an institutional culture of responsiveness to national transformation imperatives.</p>	<p>Key Performance Indicators:</p> <ol style="list-style-type: none"> 1. Qualitative assessment of progress made with the transformation process as verbalised in the Higher Education imperatives; 2. Structures, systems and policies in place to implement responses to national and institutional transformation imperatives and their impact; 3. A culture and climate of transformation as monitored through regular audits; and 4. Participation in institutional debates on issues of national interest.
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GOAL EIGHT: COMPETITIVE RESOURCING

<p>To secure the financial resources to develop strategic initiatives and sustain and grow effective operational activities.</p>	<p>Key Performance Indicators:</p> <ol style="list-style-type: none"> 1. Implement an effective institutional advancement system (Fundraising/sponsorships); 2. Institute an effective Customer Relations Management system before the end of 2007; 3. Reduce unrecoverable student and other debts to xx% of turnover. (To be determined from year to year); 4. Ratio: Income to expenditure; 5. Institute an effective enrolment management process to optimise subsidy income by 2008; and 6. Optimize 3rd Stream and donation income.
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GOAL NINE: THE PREFERRED STUDENT EXPERIENCE

<p>To promote the holistic development of the student in preparation for the world of work and responsible citizenship</p>	<p>Key Performance Indicators:</p> <ol style="list-style-type: none"> 1. Student participation levels in social, cultural and sporting events; 2. Number and range of development opportunities for students; 3. Student participation in university governance; 4. An effective student governance system; 5. Level of support for students in terms of financial assistance, academic development and wellness programmes; 6. Effectiveness of communication with students; and 7. Student Satisfaction with their UJ experience.
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GOAL TEN: FOCUS ON JOBURG

<p>To establish the university as a partner and prime stakeholder in the City and its development.</p>	<p>Key Performance Indicators:</p> <ol style="list-style-type: none"> 1. Working relationship with the Regional Metropolitan Council; 2. Number of joint development projects/rand value undertaken by UJ for the benefit of the city; and 3. Number of Regional and Metropolitan Councils tenders won by the University.
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¹ Intellectual capital comprises of human capital, structural capital, and customer capital.

Human capital pertains to the know-how captured in the intellect of staff. This has a quantity dimension and a quality dimension. The ability of the human capital to innovate as regards its outputs is an important indicator for the quality of the human capital.

Structural capital refers to the organizational environment enabling the use of the human capital. This includes computer systems, data bases, rules, procedures, policies, technologies, etc.

Customer capital is jointly owned by the university and its clients. The university brand is an important aspect of this. Client retention is another.

No order of importance of the goals ?

**Council's statement on
Corporate Governance**

UNIVERSITY OF JOHANNESBURG

COUNCIL'S STATEMENT ON CORPORATE GOVERNANCE 2005

The University of Johannesburg's functions in accordance with the Higher Education Act (No 101 of 1997), the Standard Institutional Statute and other legislation to the University.

The University of Johannesburg is committed to the characteristics of good corporate governance, as reflected in the King Code on Corporate Practices and Conduct: discipline, transparency, independence, accountability, responsibility, fairness and social responsibility. Council members also take their duties seriously, with reference to the duty of care, fiduciary duty and duty to act within powers and authority. The following Council Subcommittees were constituted in 2005 to oversee the principles of corporate governance (see also 2.4 of the Report of the Chairperson of Council and of the Interim Vice-Chancellor):

- Executive Committee of Council;
- Audit Committee;
- Finance Committee;
- Human Resource Committee Executive Committee (also serving as the Finance Committee);
- Planning and Resource Committee (including strategic planning, fundraising, building projects, seeking resources for a predetermined set of strategic objectives).
- Honorary Degrees and Council Medals Awards Committee.

UNIVERSITY OFFICE

2006-06-28

**Council's statement of
responsibility for the
financial statements**

**UNIVERSITY OF JOHANNESBURG
ANNUAL FINANCIAL STATEMENTS**

For the year ended 31 December 2005

Council's statement of responsibility for the financial statements

The council is ultimately responsible for the preparation, integrity and fair presentation of the financial statements of the University of Johannesburg.

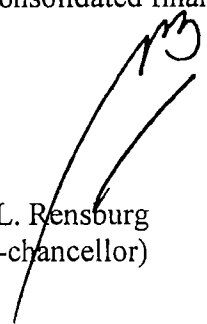
The financial statements have been prepared in accordance with South African Statements of Generally Accepted Accounting Practice and include amounts based on judgments and estimates made by management. The Council is responsible for accuracy and consistency with the financial statements of the other information included in the annual report.

The going concern basis has been adopted in preparing the financial statements.

The financial statements have been audited by the independent accounting firm PricewaterhouseCoopers Inc, which was given unrestricted access to all financial records related data.

Approval of the Consolidated Financial Statements

The consolidated financial statements were approved by the Council on 15 June 2006.



Dr. I.L. Rensburg
(Vice-chancellor)

**Report of the
Independent Auditors**

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FNvdB/fp/2733REP

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF UNIVERSITY OF JOHANNESBURG

We have audited the group annual financial statements of University of Johannesburg set out on pages 85 to 109 for the year ended 31 December 2005. These financial statements are the responsibility of the council of the University. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with International Standards on Auditing. Those Standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the group at 31 December 2005, and the results of their operations and cash flows for the year then ended in accordance with South African Statements of Generally Accepted Accounting Practice and in the manner required by the Higher Education Act.



PricewaterhouseCoopers Inc
 Registered Auditors
 15 June 2006
 2 Eglin Road
 Sunninghill

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FNVDB/fp2734REP

REPORT OF INDEPENDENT AUDITORS TO THE COUNCIL OF UNIVERSITY OF JOHANNESBURG ON FACTUAL FINDINGS

Scope

We have performed the procedures agreed with you and described below with respect to the Schedule "Performance/status indicators from Universities and Universities of Technology" in respect of the year ended 31 December 2005 as set out on pages 110 to 113. Our engagement was undertaken in accordance with the International Standard on Related Services applicable to agreed-upon procedures engagements. The responsibility for determining the adequacy or otherwise of the procedures agreed to be performed is that of the Council. The procedures were performed solely to assist you in evaluating the accuracy of the Schedule "Performance/status indicators from Universities and Universities of Technology" and are summarised as follows:

- We recalculated the performance/status indicators as set out in the schedule to ensure that the calculations are mathematically correct.
- We checked that the information used in the calculations agree to the financial records of the University.

Findings

We report our findings below:

- All calculations on the Schedule "Performance/status indicators from Universities and Universities of Technology" were found to be correct.
- The information used in the calculations agree to the financial records of the University.

C Beggs Chief Executive Officer
 M J B Kitshoff Chief Operating Officer
 J T C Wilkinson Director - Managing Johannesburg Office

The Company's principal place of business is at 2 Eglin Road, Sunninghill where a list of directors' names is available for inspection.
 VAT reg.no. 4950174682

Because the above procedures do not constitute either an audit or a review made in accordance with International Standards on Auditing or International Standards on Review Engagements, we do not express any assurance on the Schedule "Performance/status indicators from Universities and Universities of Technology" as of 31 December 2005.

Had we performed additional procedures or had we performed an audit or review of the financial statements in accordance with International Standards on Auditing or International Standards on Review Engagements, other matters might have come to our attention that would have been reported to you.

Our report is solely for the purpose set forth in the first paragraph of this report and for your information and is not to be used for any other purpose or to be distributed to any other parties. This report relates only to the accounts and items specified above and does not extend to any financial statements of University of Johannesburg, taken as a whole.



PricewaterhouseCoopers Inc.
Chartered Accountants (SA)
Registered Accountants & Auditors
Sunninghill
15 June 2006

Report of the Senate

REPORT OF SENATE TO COUNCIL

1. INTRODUCTION

The Senate exercises its functions and powers in terms of the Higher Education Act (101 of 1997) and the Standard Institutional Statute. The Senate is responsible to Council for the academic functions of the University, related matters and other functions delegated to it by Council. Senate was constituted on 9 March 2005, consisting of 250 members. Senate held four scheduled meetings, as well as two extraordinary meetings in 2005. The two extraordinary meetings were to consider the amended process on the appointment of the Vice-Chancellor (2 November 2005) and to advise the Council on the candidates short listed for the post of Vice-Chancellor (1 December 2005).

2. ACADEMIC STRUCTURE

2.1 Academic Architecture/governance

The Academic Architecture/governance was approved, consisting of nine faculties and 105 academic departments:

- Art, Design and Architecture (8 academic departments)
- Economic and Financial Sciences (7 academic departments)
- Education (5 academic departments)
- Engineering and the Built Environment (17 academic departments)
- Health Sciences (18 academic departments)
- Humanities (18 academic departments)
- Law (5 academic departments)
- Management (12 academic departments)
- Science (15 academic departments).

Each faculty is governed by the Faculty Board (each faculty's composition was approved by Senate in 2005) and a subsequent Dean's Committee (sometimes called a Faculty Management Committee), comprising the Executive Dean, Head of Faculty Administration, the Heads of Departments and, where applicable, faculty coordinators to represent all (or some of) the campuses.

2.2 Academic support and development services

The following academic units existed in 2005 to provide academic support and development:

- Centre for Teaching, Learning and Assessment
- Cooperative Education
- Information Technology
- International Office
- Library and Information Services

- Statistical Consultation Services
- Student Services Bureau
- Office of the Chief Information Officer.

3. COMPOSITION OF SENATE

The Senate was composed as follows (250 members):

- Vice-Chancellor and Pro-Vice-Chancellor
- Council members (2)
- Deputy Vice-Chancellors (4)
- Registrars (2)
- Executive Deans, co-dean and Dean of Research (11)
- Dean of Students and Director of Student Affairs (2)
- Permanent Professors (140)
- Heads and co-heads of academic departments
- Directors/heads of divisions
- Faculty academic representatives who are not Senate members
- Non-academic Faculty Board representatives
- Representatives of non-academic employees who are not Senate members
- Representatives of Student Representative Council.

4. SENATE SUBCOMMITTEES

The following Senate subcommittees were established in 2005:

- Senate Executive Committee (SENEX)
- University Research Committee (URC)
- Senate Committee for Academic Ethics (SCAE)
- Higher Degrees Committee (HDC)
- Academic Planning Committee (APC)
- Senate Quality Committee.

The respective charters were drafted and exposed to consultation by the Faculties and approved by Senate. All the subcommittees were subsequently duly constituted during the course of 2005 or in February/March 2006 (refer to **Annexure F**).

5. SENATE REPRESENTATIVES

The Senate representatives were elected to serve on Council (Prof JM Otto and Prof T Auf der Heyde) and to serve on the Institutional Forum (Prof I Broere and Prof T Andrew). Other Senate representatives to serve on the Senate Subcommittees were also elected.

6. TEACHING AND RESEARCH: MATTERS ATTENDED TO BY SENATE

6.1 In addition to giving advice to Council on related academic matters, the Senate focused on the following matters during 2005:

- Approval of the following research-related documents: Research Strategy for UJ; Principles underlying the funding and support of research at UJ and Guidelines for URC and Faculty Research Committee allocation of funds.
- Approval of the Senate subcommittees and subsequent charters.
- Approval of doctoral theses: provisional and/or final title of the thesis and allocation of supervisor(s) as recommended by the respective Faculty Boards.
- Ratification of master's minor-dissertations or dissertations: provisional and/or final title of the study and allocation of supervisor(s), as approved by the respective Faculty Boards.
- The instatement of new subsidised curricular academic programmes, subject to the HEQC guidelines for merged institutions.
- Noting of non-subsidised extra-curricular programmes, with due regard of the resource and planning implications.
- Amendment to faculty rules and regulations related to existing academic programmes.
- Rules and regulations related to the management of pipeline students.
- Approval of candidates for Senate discretionary exemption.
- Consideration of the Terms of Reference/Charter of the Honorary Degrees Committee, with strong recommendation to Council on the role of Senate in this regard.
- Approval of documents: Charter for School/University discussion Group; Guidelines for the approval, accreditation, registration and amendment of formal and non-formal academic programmes at the UJ; Planning for internal Programme Reviews and the UJ Quality Plan.
- The interim language policy.
- The appointment of special, honorary and part-time professors: principles, criteria and process.
- Promotion criteria for academic employees: the principles, criteria and process.
- Academic calendar for 2006.

6.2 A comprehensive overview of research output, research funding and other research-related matters is provided in paragraph 3.3 of the Report of the Chairperson of Council and of the Vice-Chancellor.

7. QUALIFICATIONS AWARDED IN THE 2005 CALENDER YEAR

The type/nature and number of qualifications awarded by the University are reflected in *Annexure C*.

8. COMPOSITION AND SIZE OF THE STUDENT BODY

The size of the student body in 2005 and its composition in terms of gender and demography is reflected in **Annexure G**.

9. ACCESS TO FINANCIAL AID FOR STUDENTS

In 2005 UJ provided financial aid to students by means of bursaries and other financial contributions to the value of roughly R28 000 000. These bursaries were administered by the Student Finance Section. The different types of bursaries funded by the University and the numbers of students to which bursaries in the different categories were awarded appear from the following table:

TYPE OF BURSARIES		NUMBER OF STUDENTS	AMOUNT
1.	Academic Merit:		
1.1	Undergraduate	Approx 3 470	Approx 3 470
1.2	Postgraduate	Approx 1492	Approx 9 592 00
Subtotal			Approx 22 461 750
2.	School leadership	Approx 179	Approx 231 750
3.	Indigency (including food bursaries)	3 000	Approx 611 183
4.	Sport and culture	Approx 286	Approx 554 337
TOTAL			23 859 020

10. TUITION FEES AND EXTERNAL FINANCIAL SUPPORT FOR STUDENTS

10.1 Tuition fees

The annual tuition fees payable in 2005 by a full-time student registered for the full complement of modules for an undergraduate degree program were on average R11 200. (The tuition fee average for 2004 was R10 500.)


10.2 External financial support

The biggest source of external funding for students was the student loans provided by the National Student Fund of South Africa. National Financial Aid Scheme funds allocated for

2005 was R81 812 753 funds paid out to students was R81 810 453, and number of students funds were allocated to was 8 814.

A number of other student bursaries funded by external donors existed in 2005. Bursaries to the value of roughly R17 410 071 were awarded from these external funds.

This means that external financial support, administered by UJ, amounted to roughly R99 220 524 in 2005.



DR IHRON RENSBURG
VICE-CHANCELLOR and PRINCIPAL

2006-06-27

ANNEXURE
F

REPORT: SENATE TO COUNCIL

29 MARCH 2006

1. COMPOSITION

The UJ Senate was constituted in accordance with the SIS at its first meeting on 9 March 2005 and it consists of 250 members.

2. EXECUTIVE COMMITTEE OF SENATE (SENEX)

The Executive Committee of Senate was constituted on 9 March 2005 and its functions were approved by Senate on 31 August 2005.

Composition: The Management Executive Committee of the UJ

The Deans of the Faculties

The Dean of Research

Four representatives of Senate, namely:

Prof S J Gravett

Prof G J Jacobs

Prof J C Sonnekus

Prof A J Venter

3. SENATE REPRESENTATIVES ON THE UJ COUNCIL

Senate ratified the names of its representatives on the UJ Council on 9 March 2005, namely:

- Prof J M Otto and Prof T Auf der Heyde.

4. SENATE REPRESENTATIVES ON THE INSTITUTIONAL FORUM

Senate ratified the names of its representatives on the Institutional Forum on 9 March 2005, namely:

- Prof I Broere and Prof T Andrew.

5. SENATE SUBCOMMITTEES

Senate established the following Senate subcommittees during the course of 2005:

University Research Committee (URC): The URC was established in May 2005 and it has submitted the following policy documents which have been approved by Senate:

- Research Strategy for the UJ
- Principles underlying the funding and support of research at the UJ
- Guidelines for URC and Faculty Research Committee allocation of funds

Senate Committee for Academic Ethics (SCAE): On 31 August 2005 Senate approved the functions and composition of the Senate Committee for Academic Ethics. This Committee is currently considering a Code for Academic Ethics for the UJ. The Code of Ethics of the former RAU will for interim be used until the new code has been finalised.

Higher Degrees Committee (HDC): On 19 October 2005 Senate approved the establishment of a Higher Degrees Committee. Senate requested the HDC to consider its draft terms of reference and provide feedback on the matter. A number of matters concerning post-graduate studies have been referred to the HDC for consideration.

Academic Planning Committee (APC): Senate approved the APC's terms of reference on 19 October 2005. The first meeting was held on 8 February 2006 and a report has been submitted to Senate on 15 March 2006.

Senate Quality Committee (SQC): Senate approved the SQC's terms of reference on 19 October 2005. The Committee held its first meeting on 8 February 2006 and a report has been submitted to Senate on 15 March 2006.

6. Joint Council/Senate Committee

The Senate considered the terms of reference of the Honorary Degrees Committee on 15 March 2006. Prof Van der Merwe elucidated the proposed amendments and requested Senate to advise Council on the process with regard to honorary degree awards. In general Senate went along with the amendments but the following view was expressed in regard to the scrapping of item 5.4:

- The majority of Senate members would like to see item 5.4 re-instated, but there is a minority view that goes along with the Council view on the matter.

7. OTHER DOCUMENTS APPROVED

Some of the important policy documents approved by the UJ Senate are the following:

- Charter for School/University discussion group
- Guidelines for approval, accreditation, registration and amendment of formal and non-formal academic programmes at the UJ
- Planning Programme Reviews
- Quality Plan 2005/2006

8. URGENT MATTERS RECEIVING ATTENTION

The following matters are receiving urgent attention:

- **Appointment of special, honorary and part-time professors:** A proposal will be submitted to the next meeting on 18 May 2006.
- **Promotion criteria:** The Human Resources Division has been requested to coordinate this process.

9. ELECTION OF ACTING REPRESENTATIVE ON THE UJ COUNCIL

At its meeting on 15 March 2006, Senate considered Prof J M Otto's absence from Council meetings for a three-month period. The following views were expressed:

- Senate should recommend to Council that, in view of the importance of considerations on the filling of important senior management positions, another Senate member on Council should replace Prof Otto on the Human Resources Committee of Council until his return at the end of May 2006.
- In order to have Senate's full complement involved in a possible voting process on the above, Senate should request Council to allow a proxy vote under these circumstances.

PROF D VAN DER MERWE
PRO-VICE-CHANCELLOR AND VICE-PRINCIPAL
23 March 2006

ANNEXURE
G

COMPOSITION AND SIZE OF THE STUDENT BODY IN 2005

Cancellation Date	(Blank)
Primary Yn	Y
Block Only For Exams	N
Calendar Year	2005

76

Sum of Students		Gender		
Subsidy Type	Country Name	Female	Male	Grand Total
A (Contact)	ANGOLA	43	71	114
	BENIN		1	1
	BOTSWANA	71	90	161
	BURUNDI		1	1
	CAMEROON	10	18	28
	COMORES	1	2	3
	CONGO		2	2
	COUNTRIES IN ASIA	12	32	44
	COUNTRIES IN AUSTRALASIA AND OCEANIA	1	1	2
	COUNTRIES IN EUROPE	20	33	53
	COUNTRIES IN NORTH AMERICA	2	2	4
	COUNTRIES IN SOUTH AMERICA	2	1	3
	DRC (ZAIRE)	39	99	138
	ERITREA		2	2
	ETHIOPIA	2	3	5
	GABON	62	80	142
	GHANA	2	1	3
	GUINEA	1	1	2
	IVORY COAST		1	1
	KENYA	8	11	19
	LESOTHO	51	26	77
	LIBERIA		1	1
	MALAWI	6	18	24
	MAURITIUS	2		2
	MOROCCO		1	1
	MOZAMBIQUE	21	17	38
	NAMIBIA	40	34	74
	NIGER		1	1
	NIGERIA	4	8	12
	OTHER AFRICAN COUNTRIES	40	70	110
	R.S.A.	22583	19585	42168
	RWANDA	7	9	16
	SEYCHELLES		1	1
	SOMALIA		2	2
	SUDAN		2	2
	SWAZILAND	43	37	80
	TANZANIA		2	2
	U.S.A.		1	1
	UGANDA	2	6	8
	ZAMBIA	9	14	23
	ZIMBABWE	53	74	127
A (Contact) Total		23137	20361	43498
B (Distance)	NAMIBIA	37	42	79
	R.S.A.	1501	763	2264
B (Distance) Total		1538	805	2343
C (Extra Curricular)	ANGOLA	2	2	4
	BOTSWANA	7	9	16
	CAMEROON	2		2
	CONGO		1	1
	COUNTRIES IN ASIA	1	4	5

Report of the Institutional Forum

REPORT OF THE INSTITUTIONAL FORUM TO COUNCIL

The Institutional Forum (IF) functions in accordance with section 31 of the *Higher Education Act* (101 of 1997) and Sections 32 to 35 of the Standard Institutional Statute (SIS). The Institutional Forum was constituted on 17 August 2005 and was composed in accordance with Section 33 of the SIS (18 members) as follows:

- (a) Two members of the council who are not employees or students of the institution.
- (b) Two members from management.
- (c) Two members of the senate.
- (d) Two members representing the academic employees.
- (e) Two members representing the non-academic employees.
- (f) Two members from each sufficiently representative employees' organisation.
- (f) Two students designated by the SRC.
- (g) One or more members co-opted by the institutional forum for the specific purpose of assisting the institutional forum in respect of any specific project.

2. MEETINGS AND ADVICE GIVEN TO COUNCIL BY THE FORUM

The Institutional Forum held four meetings in 2005: 17 August, 15 September (extraordinary meeting), 2 November (extraordinary meeting) and 1 December. The Institutional Forum gave advice to the Council on the following matters:

- Composition of the IF and the appointment of the Chairperson and Deputy Chairperson of the IF.
- The process of the appointment of the Vice-Chancellor.
- The amended selection process and time-frames on the appointment of the Vice-Chancellor.
- Recommendations on the short-listed candidates for the post of the Vice-Chancellor.

PROF D VAN DER MERWE
DEPUTY VICE-CHANCELLOR

2006-06-28

**Statement on employee
and student participation**

STATEMENT ON EMPLOYEE AND STUDENT PARTICIPATION

1. Employee participation

Employees were able to participate in the important governance structures of the University, through elected representatives from the sufficiently representative employees' organizations/unions. A Consultation and Problem Solving Forum (CPSF) was established in April to draft the agreement between sufficiently represented unions and the Management Executive Committee which was approved on 19 May 2005. The composition of the CPSF is as follows (N=25):

- Management Executive Committee representatives (7 members)
- Four unions: NUTESA (4), NEHAWU (7), SAPTU (5) and NTESU (2), in accordance with proportional employee constituency representation.

The purpose of the CPSF is to address with matters of mutual concern/interest (excluding matters of substance and financial impact) that affect employees of the University. The CPSF met: 19 May, 9 June, 13 June, 18 August, 1 September, 10 November. Examples of issues addressed by the CPSF in 2005 are: nepotism, trading hours of alcohol for students, over crowding in the library, office space, late pay slips, etc.

The Conditions of Service were harmonised in 2005 via a body known as the Harmonisation Imbumba (HI). Issues of concern during this process, were referred to the CPSF for consideration and recommendation.

In addition to the above, employees (via the sufficiently represented unions) are also represented at all selection committees for the appointment and promotion of staff. This was also the case in the appointment of the Vice-Chancellor of the University.

2. Student participation

Students were able to participate in the important governance structures of the University, through representation by means of the Student Representative Council. This includes the Council, the Senate and Faculty Boards. The SRC also represented students on the Institutional Forum. The SRC executive met several times with the Management Executive Committee. The SRC President was also able to participate in the appointment of the Vice-Chancellor

Statement on the Code of Ethics

UNIVERSITY OF JOHANNESBURG

CODE OF ETHICS

The University takes seriously its responsibilities to promote ethical behaviour amongst its employees and students in all aspects of the functioning of the University. In 2005, the status quo prevailed, with reference to existing former RAU and TWR code(s) of ethics. The Senate Academic Ethics Committee drafted the Academic Code of Ethics in 2005, for consultation in 2006. The campus-specific Rules and Regulations were applicable in 2005:

1. Academic Code of Ethics.
2. A Sexual Harassment Policy was approved by Senate and Council and a structure was deployed to deal with sexual harassment complaints.
3. A code of conduct to protect the integrity and security of Internet and Intranet use was approved and implemented.
4. The former RAU Procurement Policy. This policy provides for good governance and ethical behaviour in respect of a host of procurement-related matters.
5. Organisational Integrity, in accordance with the principles of Corporate Governance and subsequent Code of Corporate Practices and Conduct.
6. A Leadership Charter was developed.

UNIVERSITY OFFICE
2006-06-27

**Report of the
Deputy Vice-Chancellor
(Finance and Information
Systems)**

**UNIVERSITY OF JOHANNESBURG
REPORT OF THE DEPUTY VICE CHANCELLOR (FINANCE AND
INFORMATION SYSTEMS)**

The University has an effective budget and budget control system. The allocation of resources to departments and faculties is incorporated in the annual budget after consultation with the deans and divisional heads.

Tuition and residence fees are determined annually in consultation with the Student Representative Council.

The budget is submitted to the Finance Committee of Council, which submits it to the Council for approval. Budget control is exercised by the Finance Division.

The University of Johannesburg, which was formed on 01 January 2005, maintained a healthy financial position in 2005, as is evident from the following performance indicators:

	2005 R'000
Increase in funds and reserves	84 737
- Restricted funds	150 726
- Unrestricted funds	(65 989)
Equity, liabilities and assets as at 31 December	
- Equity	2 150 762
• Restricted funds	1 472 637
• Unrestricted funds	678 125
- Liabilities	400 994
- Assets	2 551 756

**Statement on
Risk Assessment**

STATEMENT ON RISK ASSESSMENT

The Council makes use of the generally recognised risk management and internal control models and frameworks in order to maintain a sound system of risk management and internal control to provide reasonable assurance regarding the achievement of the University's objectives with reference to: effectiveness and efficiency of operations; safeguarding of assets (including information), compliance with legal requirements, the reliability of reporting and behaving responsibly towards all stakeholders. Risk assessment within the University focuses on the following:

- Physical and operational risks.
- Human Resource risks.
- Technology and Information Management Risks.
- Sustainability of the University's core business and disaster recovery.
- Credit and Market Risks.
- Compliance risks.

The various Council Subcommittees (refer to Council Statement on Corporate Governance) are *inter alia* accountable for risk management. **Credit risk** cannot be managed *ex ante* at the level of individual transactions and credit worthiness cannot be assessed during the registration of students. Credit risk is therefore managed *ex post* by means of effective debt collection, including the sensible application of the withholding of final summative assessment results and financial exclusions as well as the utilisation of debt collection attorneys. **Market risk** consists of interest rate risk, liquidity risk and trade and investment risk. Interest risk management does not take place actively because the interest-bearing obligations comprise mainly fixed interest rate obligations. Furthermore, the interest and capital obligations are subsidized. Liquidity risk management is largely inseparable from the core business activities and credit risk management. Owing to the sound operating capital ration, this risk is currently not managed actively. **Trade and investment risk** is managed by using external commercial asset managers who look after the respective investment portfolios. The managers' investment mandate is determined contractually and derivatives instruments may be utilised only within a specified limit as a hedging mechanism. **Operational risk** is actively managed: the University maintains systems of internal control over income and expenditure, financial reporting and safeguarding of assets against the unauthorised acquisition, use or disposition of such assets. Internal auditors monitor the operation of the internal control systems and report findings and recommendations to the Management Executive Committee and the Audit Committee of Council. Corrective steps are taken to address control deficiencies and other opportunities for improving the systems when identified. The Council, operating through its Audit Committee, provides oversight of the financial reporting process.

As far as Human Resource risks are concerned, the former health-related governance structures were merged in 2005. Campus health service delivery is operational on all five campuses. The following committees were established in 2005: HIV and AIDS Committee, Central Occupational Health, Safety and Environmental Committee, Primary Healthcare Committee and a Wellness Committee. An overarching Health Advisory Committee gives advice to the Management Executive Committee on matters of concern.

**Consolidated balance
sheet**

UNIVERSITY OF JOHANNESBURG
CONSOLIDATED BALANCE SHEET
As at 31 December 2005
 (All amounts in R ' 000)

Notes 2005

ASSETS

2,551,756

Non-current assets

2,239,695

Property plant and equipment

2.1 653,797

Intangible assets

2.2 15,870

Non-current investments

3 1,558,695

Non-current receivables

4 11,333

Current Assets

312,061

Inventories

5 4,323

Accounts receivable

6 77,237

Students for fees

31,589

Other receivables

45,648

Deferred taxation

426

Bank, cash and cash equivalents

7 230,075

FUNDS AND LIABILITIES

2,551,756

FUNDS

Funds utilised

Funds invested in Property, Plant and Equipment

578,003

Funds available for use

Restricted use funds

894,634

Fair value adjustment funds

338,905

Student Residences funds

38,123

Trust/Donor/Bursary Funds

455,094

Subvention funds

62,512

Unrestricted Funds

678,125

Designated/Committed funds

422,798

Undesignated use funds

255,327

LIABILITIES

400,994

Non current liabilities

Borrowings - interest bearing

8 238,107

Employment Benefits

9 60,976

9 177,131

Current liabilities

Accounts payable & accrued liabilities

10 162,887

Provisions for Employment Obligations

9 64,096

Student deposits received and income received in advance

9 19,008

Current portion of borrowings

8 64,965

8 14,818

**Consolidated statement of
changes in equity for the
year**

UNIVERSITY OF JOHANNESBURG
CONSOLIDATED STATEMENT OF CHANGES IN FUNDS
For the year ended 31 December 2005
(All amounts in R '000)

	ACCUMULATED FUNDS - UNRESTRICTED USE	ACCUMULATED FUNDS DESIGNATED USE	FUNDS RESTRICTED USE	SUB TOTAL	RESIDENCE FUNDS RESTRICTED USE	FAIR VALUE ADJUSTMENT FUNDS	FUNDS INVESTED IN FIXED ASSETS	TOTAL
Balance as at 01 January 2005	270,342	422,798	438,043	1,131,183	24,266	140,892	461,092	1,757,433
Net surplus for the year	101,896	-	79,563	181,459	13,857			195,316
Investments - Fair value adjustments as at 31 December 2005				-		198,013		198,013
Transfers	(116,911)			(116,911)			116,911	-
Balance as at 31 December 2005	255,327	422,798	517,606	1,195,731	38,123	338,905	578,003	2,150,762

**Consolidated
income statement for the
year**

UNIVERSITY OF JOHANNESBURG
CONSOLIDATED INCOME STATEMENT
For the year ended 31 December 2005
(All amounts in R '000)

	NOTES	COUNCIL CONTROLLED - UNRESTRICTED	SPECIFICALLY FUNDED ACTIVITIES - RESTRICTED	SUB TOTAL	STUDENT AND STAFF ACCOMODATION - RESTRICTED	CONSOLIDATED 2005
TOTAL REVENUE		1,292,288	153,800	1,446,088	34,810	1,480,898
Recurring items		1,261,069	153,800	1,414,869	34,810	1,449,679
State appropriations - subsidies and grants		622,486	-	622,486	2,010	624,496
Tuition and other fee income		485,175	10,149	495,324	25,574	520,898
Income from contracts		7,246	912	8,158	-	8,158
For research		3,084	877	3,961	-	3,961
For other activities		4,163	35	4,198	-	4,198
Sales of goods & services		41,474	6,809	48,283	-	48,675
Private gifts & grants		-	66,252	66,252	392	66,252
Sub - total		1,156,381	84,122	1,240,503	27,976	1,268,479
Income from investments	14	104,688	69,677	174,365	6,834	181,199
Non - recurring items		31,219	-	31,219	-	31,219
Merger reimbursement		24,135	-	24,135	-	24,135
Profit/loss on disposal of PPE		7,084	-	7,084	-	7,084
TOTAL EXPENDITURE		1,190,392	74,237	1,264,629	20,953	1,285,582
Recurring items		1,156,179	72,463	1,228,642	20,802	1,249,444
Personnel		697,846	19,995	717,841	5,109	722,950
Academic professional	11	355,901	10,197	366,099	2,606	368,704
Other personnel	11	341,944	9,797	351,742	2,503	354,245
Other current operating expenses		390,213	42,097	432,310	11,013	443,323
Depreciation Provision	2.1	19,652	443	20,095	646	20,741
Amortisation of Software	2.2	7,934	-	7,934	-	7,934
Bursaries		29,203	9,501	38,704	270	38,974
Sub - total		1,144,848	72,036	1,216,884	17,038	1,233,922
Finance costs	15	11,331	427	11,758	3,764	15,522
Non - recurring items		34,213	1,774	35,987	151	36,138
Capital expenditure expensed		34,213	1,774	35,987	151	36,138
NET SURPLUS		101,896	79,563	181,459	13,857	195,316

**Consolidated
cash flow statement for
the year**

UNIVERSITY OF JOHANNESBURG
CONSOLIDATED CASHFLOW STATEMENT
For the year ended 31 December 2005
 (All amounts in R '0000)

	NOTES	2005 R '000
Cash flows from operating activities		
Cash generated from operations	19.1	96,922
Interest paid		(15,522)
Interest received		79,694
Net cash generated from operating activities		161,094
Cash flows from investing activities		
Cash acquired as result of merger	19.2	282,837
Purchases of property, plant and equipment (PPE)		(118,252)
Proceeds from sale of (PPE)		10,579
Purchases of intangible assets		-
Purchases of available-for-sale assets		(189,013)
Non-current receivables		(3,807)
Loans granted to related parties		-
Loan repayments received from related parties		-
Investment income received		92,207
Dividends received		9,298
Net cash used in investing activities		83,849
Cash flow from financing activities		
Accumulated funds		-
Proceeds from borrowings		-
Repayments of borrowings		(14,868)
Net cash used in financing activities		(14,868)
Net (decrease) / increase in cash and bank overdrafts		230,075
Cash and bank overdrafts at the beginning of the year		-
Cash and bank overdrafts at end of the year		230,075

**Notes on the financial
statements for the year**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2005

1 ACCOUNTING POLICY

The financial statements comply with all of the South African Statements of Generally Accepted Accounting Practice. The principal accounting policies adopted by the University of Johannesburg are set out below.

1.1 *Basis of presentation*

The consolidated financial statements are prepared on the historical cost basis except for certain financial instruments that are shown at fair values. The consolidated financial statements are prepared in accordance with South African Statements of Generally Accepted Accounting Practice and in the manner required by the Minister of Education in terms of Section 41 of the Higher Education Act (Act No. 101 of 1997), as amended.

1.2 *Business combinations*

The consolidated financial statements include the assets, liabilities, income and expenses of the University of Johannesburg and related subsidiaries as listed in note 21. Subsidiary undertakings, being those entities in which the University has an interest of more than one half of the voting rights or otherwise has the power to exercise control over the operations, are consolidated. Subsidiaries are consolidated from the date on which control is transferred to the group. All intercompany balances and transactions are eliminated on consolidation.

1.3 *Fund allocation*

Equity is divided into the following categories:

- Utilised funds
- Available funds
 - Restricted funds
 - Unrestricted funds
 - Designated / Committed funds
 - Undesignated funds
- Utilised funds

Funds utilised for acquisitions of property, plant and equipment.

- Available funds

Available funds are divided into two categories:

- Available funds restricted use

These comprise income received, the use of which is legally beyond the control of Council. These funds are accounted for under the following headings:

NRF and similar funds – restricted use
 Endowment Funds – restricted use
 Bursaries and Scholarship Funds – restricted use
 Residences Funds
 Funds attributable to fair value adjustments

- Available funds unrestricted use

This grouping comprises income and funds that fall under the absolute discretion/control of the Council. Unrestricted use funds are divided into two categories: undesignated use funds and designated use funds / committed funds.

- Designated use funds

These are funds designated by the Council for identified purposes. Until such time as such designated amounts are used for the identified purpose, they are disclosed but identified separately as part of “unrestricted funds”. Under the grouping “Designated use funds” a further category is used namely “Committed funds” for projects and initiatives approved by Council.

Designated use funds are accounted for under the following headings:

Designated funds:

- Personal research funds
- Departmental trust funds
- Departmental bursaries funds
- Division trust funds
- Bursaries and scholarships
- Research
- Maintenance of property plant and equipment
- Replacement of plant and equipment
- Acquisition of library and art collections
- Salary subvention funds
- Designated other
- Committed funds
 - New teaching and learning multi modal strategy
 - Implementation of Oracle software
 - Capital projects
 - Future Pension fund shortfalls
- Undesignated use funds

These comprise funds arising from income or surpluses that are available to the Council in its unfettered and absolute control over allocations to fund the activities of the institution.

1.4 *Revenue recognition*

Tuition and other fees

Tuition fees are brought into income in the period to which they relate and at the time these are formally billed. The income is recognised as realisable and, to the extent that it is not, provision is realistically made for the estimated unrealisable amount. Deposits provided by prospective students are treated as current liabilities until the amount is billed as due.

State subsidies

State appropriations and grants for general purposes are recognised as income in the financial year to which the subsidy relates. Appropriations for specific purposes, i.e. capital expenditure, are brought into the appropriate fund at the time they are available for expenditure for the purpose provided. However, if the funding is provided in advance of the specified requirement, (i.e. the University does not have immediate entitlement to it) the relevant amount is retained as a liability.

Donations

Donations are recognised on receipt. Donations in kind are brought to account at the fair value thereof.

Income received for designated specific purposes

Income received for designated specific purposes may arise from contracts, grants, donations and income on specifically purposed endowments. In all cases, any such income is brought to the income statement in the financial period in which the University becomes entitled to the use of those funds. Funds in the possession of the University that it cannot use until some specified future period or occurrence are accounted for in income upon receipt and thereafter are held in an appropriate fund until the financial period in which the funds may be used.

Dividends and other interest receivable

Dividends are recognised when the right to receive payment is established. Interest receivable is accounted for as it is earned.

1.5 *Foreign currency transactions*

Transactions in foreign currency are translated at the exchange rate prevailing at the transaction date. At the balance sheet date monetary items are translated at the exchange rates prevailing at the balance sheet date. Exchange differences originating on the translation or conversion of monetary items are recognised against income in the financial year to which they relate.

1.6 *Financial instruments*

Financial instruments include the following: cash and cash equivalents, bank balances, investments, debtors, trade creditors and borrowings. Initial measurement is at fair values,

which includes transaction costs that are directly attributable to the acquisition or issue of the financial asset. After initial recognition measurement is done as indicated in each of the related individual notes.

1.7 *Investments*

The investment of the University's funds is carried out by mandated external investment managers. The funds are managed in five separate portfolios, namely three balanced portfolios and two interest portfolios with long-term growth as the main objective.

The investments which mature within twelve months from the balance sheet date in the operating process are disclosed in the balance sheet as current assets. All the other investments are disclosed as non-current assets.

The University of Johannesburg classifies its investments in debt and equity securities as available-for-sale. The classification is dependent on the purpose for which the investments were acquired. Management determines the classification of its investments at the time of the purchase and re-evaluates such designation on a regular basis.

Purchases and sales of investments are recognised on the trade date, which is the date that the University commits to purchase or sell the asset. Cost of purchase includes transaction costs. Available-for-sale investments are subsequently carried at fair value. Unrealised gains and losses arising from changes in the fair value of securities classified as available-for-sale are recognized in equity.

The fair value of investments is based on quoted bid prices. When securities classified as available-for-sale are sold or impaired, the accumulated fair value adjustments are included in the income statement as gains and losses from investment securities.

1.8 *Property, plant and equipment*

Property, plant and equipment are shown at cost less accumulated depreciation. Costs include all costs directly attributable to bring the asset to working condition for their intended use. Property, plant and equipment obtained in terms of a donation/bequest are shown at valuation less accumulated depreciation. Land is not depreciated. Useful lives of assets are assessed annually.

Depreciation is calculated on the straight line method to write off the cost/valuation of each asset over its estimated useful life, as follows:

Buildings	80 years
Lifts	10 years
Air conditioners and air conditioner plants	40 years
Gas boilers	40 years
Electric generators	40 years
Vehicles	4 years
Network and mainframe computer equipment	4 years
Computer equipment	3 years
Furniture and equipment	5 years

Library purchases are written off in the year of acquisition.

Material improvements to buildings, plant and equipment are capitalised while maintenance and repair work are charged to income as incurred.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement. When revalued assets are sold, the amounts included in other reserves are transferred to retained earnings.

Assets which cost less than R 15 000 are expensed immediately.

Property, plant and equipment, other non-current assets and intangible assets are reviewed for impairment losses whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the carrying value of the asset exceeds its recoverable amount, which is the higher of an asset's net selling price and value in use. For the purposes of assessing impairment, assets are grouped at the lowest level for which there are separately identifiable cash flows.

1.9 *Intangible assets*

Computer software

Acquired computer software licences are capitalised on the basis of the costs incurred to acquire and bring to use the specific software. These costs are amortised over their estimated useful lives of three years. Costs associated with developing or maintaining computer software programmes are recognised as an expense as incurred. Costs that are directly associated with the production of identifiable and unique software products controlled by the University, and that will probably generate economic benefits exceeding costs beyond one year, are recognised as intangible assets. Direct costs include the software development employee costs and an appropriate portion of relevant overheads. Computer software development costs recognised as assets are amortised over their estimated useful lives.

1.10 *Accounting for leases*

Leases of assets under which the risks and benefits of ownership are effectively retained by the lessor are classified as operating leases. Payments in terms of operating leases are charged to income on a straight-line basis over the duration of the lease.

1.11 *Inventories*

Inventories are shown at the lower of cost and net realisable value. The cost price is determined on the first-in-first-out basis.

1.12 *Trade receivables*

Trade receivables are carried at original amount less provision made for impairment of these receivables. A provision for impairment of trade receivables is established when there is objective evidence that the University of Johannesburg will not be able to collect all amounts due according to the original terms of the receivables. The amount of the provision is the

difference between the carrying amount and the recoverable amount, being the present value of expected cash flows, discounted at the market rate of interest for similar borrowers.

1.13 *Cash and cash equivalents*

Cash and cash equivalents are shown at fair value and constitute cash on hand and deposits held on call.

1.14 *Provisions*

Provisions are recognised for present legal or constructive obligations as a result of past events that will probably lead to an outflow of resources, and of which the amount can be estimated reliably.

1.15 *Employee benefits*

Pension obligations

The University contributes towards two pension funds, which are combined defined benefit and defined contribution plans, a provident fund which is a defined contribution plan and a disability benefit plan. These plans cover 100% of the University's employees. The retirement funds are managed by Boards of Trustees and are registered in terms of the provisions of the Pension Funds Act.

Current contributions to the retirement, provident and disability benefit plans operated for employees are based on actuarial advice and are charged to income as they are incurred. The cost of any deficit arising from time to time is charged against income as and when funded.

The liability in respect of defined benefit pension plans is the present value of the defined benefit obligation at the balance sheet date minus the fair value of plan assets, together with adjustments for actuarial gains/losses and past service cost. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method. The present value of the defined benefit obligation is determined using interest rates of government securities that have terms to maturity approximating the terms of the related liability.

The liability of the University in respect of the defined contribution portion of the Pension Funds and the Provident Fund is limited to the monthly contributions that the University pays on behalf of its members in terms of their service contracts.

The assets of the various Funds are held independently of the University's assets in separate trustee administered Funds.

Medical benefits after retirement

The University settled its obligation to provide medical benefits to certain employees after retirement by a single deposit into the Pension fund on behalf of the employees involved and has no further obligation.

The University provides post retirement medical aid benefits to certain qualifying employees. Provision is made for the unfunded future medical aid contributions of employees and

pensioners. Current service costs are charged to the income statement and include the expense of benefits received by employees currently in service and the cost of funding for employees no longer in service. The current service cost is determined by independent actuaries every two years taking into account the Universities funding of the post employment benefits.

Employee leave entitlement

Employee entitlements to annual leave are recognised when they accrue to employees. An accrual is made for the annual leave liability as a result of services rendered up to the balance sheet date.

Bonus plans

A liability for employee benefits in the form of bonus plans is recognised in trade and other payables when there is no realistic alternative but to settle the liability, and at least one of the following conditions is met:

- there is a formal plan and the amounts to be paid are determined before the time of issuing the financial statements.
- past practice has created a valid expectation by employees that they will receive a bonus and the amount can be determined before the time of issuing the financial statements.

Liabilities for bonus plans are expected to be settled within twelve months and are measured at the amounts expected to be paid when they are settled.

1.16 Taxation

The charge for current tax is the amount of income taxes payable in respect of the taxable profit for the current period. It is calculated using rates that have been enacted or substantially enacted by the balance sheet date.

Deferred taxation is accounted for using the balance sheet liability method in respect of temporary differences, arising from differences between the carrying amount of assets and liabilities in the financial statements and the corresponding taxation basis used in the computation of taxable profit.

2.1 PROPERTY, PLANT AND EQUIPMENT

	Vehicles	Networks & Mainframes	Computer Hardware	Furniture & Equipment	Land & Buildings	Equipment in Buildings	TOTAL
2005							
Year ended 31 December 2005							
Opening net book amount	2 597	6 412	9 266	40 126	536 689	181 107	776 197
Adoption of revised AC123 Statement	-	-	-	3 189	(164 729)	(58 321)	(219 861)
Additions	1 393	641	7 052	7 583	98 509	1 733	116 911
Cost price	1 648	690	7 675	8 263	100 024	(48)	118 252
Depreciated	(255)	(49)	(623)	(680)	(1 515)	1 781	(1 341)
Disposals/Write Offs	-	-	-	(50)	-	-	(50)
Cost price	(241)	-	-	(234)	(2 125)	(164)	(2 764)
Depreciated	241	-	-	184	2 125	164	2 714
Depreciation - charge	(1 120)	(2 357)	(5 548)	(12 043)	5 818	(4 150)	(19 400)
Net carrying amount	2 870	4 696	10 770	38,805	476 287	120 369	653 797
On 31 December 2005							
Cost	7 342	10 118	46 043	89 917	604 848	170 749	929 016
Accumulated depreciation	(4 472)	(5 422)	(35 273)	(51 112)	(128 561)	(50 380)	(275 219)
Net carrying amount	2 870	4 696	10 770	38 805	476 287	120 369	653 797

2.2 INTANGIBLE ASSETS

	Software	TOTAL
2005		
Year ended 31 December 2005		
Opening net book amount	23 804	23 804
Additions	-	-
Cost price	-	-
Depreciated	-	-
Disposals/Write Offs	-	-
Cost price	-	-
Depreciated	-	-
Amortisation	(7 934)	(7 934)
Net carrying amount	15 870	15 870

On 31 December 2005		
Cost	23 804	23 804
Accumulated amortisation	(7 934)	(7 934)
Net carrying amount	15 870	15 870

3. INVESTMENTS

	Cost	Market value
	31/12/2005	31/12/2005
NON-CURRENT		
Government stocks and bonds	148 841	159 898
Stocks and debentures	37 434	38 934
Shares	547 894	871 242
Fixed deposits	92 925	93 516
Insurance companies	38 774	38 774
Public Investment Commissioner	10 125	10 125
Investment in property	1 001	1 001
Other deposits	340 591	342 837
Other loans	2 368	2 368
	1 219 953	1 558 695

A register of the investments can be obtained from the University

4. NON-CURRENT RECEIVABLES

	2005 R'000
Staff receivables and advances	8 460
Projects	2 873
	<u>11 333</u>

The current debtors that relate to the items above are shown in note 6. Loans to employees are payable within 4 years from the balance sheet date. The weighted average interest rate (current and non-current) is as follows:

Personnel loans at fair value	%
	8,5

All loans granted to employees and students during the year are unsecured.

5. INVENTORIES

	2005 R'000
Consumables at cost	3 881
Study material at cost	442
	<u>4 323</u>

6. RECEIVABLES AND PREPAYMENTS

	2005 R'000
Student debtors	82 010
Less provision for impairment	(50 421)
Student debtors – net carrying amount	<u>31 589</u>
Advances and prepaid expenses	6 566
Staff receivables and advances	2 820
Deposits	333
Other debtors	27 720
Interest and dividends receivable	8 209
	<u>45 648</u>
	<u>77 237</u>

7. CASH, CASH EQUIVALENTS AND BANK BALANCES

	2005 R'000
Call deposits, cash in the bank and cash on hand	85 075
Short term deposits	145 000
	<u>230 075</u>

8. INTEREST BEARING BORROWINGS

	2005 R'000
Long term borrowings	75 794
Current portion transferred to current liabilities	(14 818)
	<u>60 976</u>
Government loans secured by increment guarantees	6 356
Interest is charged at fixed rates which range between 8% and 14% per annum. These loans are repayable in annual payments of R879 514 over periods that range from 11 to 19 years. The annual interest and redemption payments are subsidised at a rate of 85% by the Department of Education.	
Local registered stock secured by Government guarantees	11 200
Interest is charged at fixed rates which range between 16.2% and 18.5% per annum. This stock is repayable over periods that range from 1 to 3 years. A portion of the repayment of stock will be funded out of a redemption investment (see note 2). The annual interest and redemption payments are subsidised at a rate of 85% by the Department of Education.	
Loans secured by Government guarantees	24 842
Interest is charged at fixed rates which range between 7.50% and 17.5% per annum. These loans are repayable over periods that range from 20 to 40 years. The annual interest and redemption payments are subsidised at a rate of 85% by the Department of Education.	
Other secured loans	33 396
Interest is charged at rates which vary between 8.50% and 15 % per annum. These loans are repayable over periods that range from 2 to 15 years. Loans are secured by mortgage bonds over land and buildings.	

Maturity of interest-bearing borrowings:

Up to 1 year	14 818
Between 1 and 2 years	3 725
Between 2 and 5 years	11 287
Over 5 years	<u>45 964</u>
	<u>75 794</u>

9. EMPLOYMENT BENEFITS

	2005
	R'000
Non-current	
Pension fund liability	19 076
Provision for leave payments	68 135
Provision for medical benefits after retirement for certain employees	89 920
	<u>171 131</u>
Current	
Provision for leave payments as at 01 January 2005	7 563
Provision for staff bonuses	11 445
	<u>19 008</u>

Movements in provisions in total

	Leave pay	Bonus	Medical Aid
Opening balances acquired through merger	74 574	7 400	72 536
Amount utilised during 2005	(19 358)	(7 400)	-
Amount provided during 2005	<u>20 482</u>	<u>11 445</u>	<u>17 384</u>
Balance as at year end	<u>75 698</u>	<u>11 445</u>	<u>89 920</u>

10. TRADE AND OTHER PAYABLES

	2005
	R'000
Value Added Tax	1 629
Trade creditors	62 467
	<u>64 096</u>

11. PERSONNEL COSTS

	2005 R'000
Academic professional	303 707
Other personnel	291 797
Pension costs	110 062
Other post retirement costs	17 384
	<u>722 950</u>

Average number of persons in service of University of Johannesburg during the year:

	2005
Full time	2 793
Part time	5 073

12. POST EMPLOYMENT BENEFITS

The Company also provides post retirement medical benefits to certain qualifying in the form of continued medical aid contributions. This unfunded, defined benefit liability in respect of this obligation is valued by independent actuaries every 2 years. The liability was valued at 31 December 2005.

	2005 R'000
12.1 Post retirement medical benefits	
Present value of unfunded obligations	89 920
Unrecognised actuarial gains/(losses)	-
Liability at balance sheet date	<u>89 920</u>
Movement in the liability recognised in the balance sheet:	
Opening balance as previously stated	72 536
Other expenses included in staff costs:	
Current service cost	3 157
Interest cost and prior year adjustments	5 513
Actuarial gains recognised during the year	8 714
Balance at the beginning of the year	<u>89 920</u>
	Number 2005
In-service (employee) members	501
Continuation (retiree and widow) members	<u>202</u>
	703

In estimating the unfunded liability for post-employment medical care the following assumptions were made:

		2005
Discount rate	%	7.20
Health care cost inflation rate	%	6.90
Continuation of membership at retirement	%	100
Average retirement age	Years	60

12.2 Pension Obligations

The University has established post retirement pension schemes that cover all employees. Presently there is two defined benefit plan and two defined contribution plans. The first defined benefit plan is final salary defined and is fully funded. The second defined benefit plan is final salary defined and unfunded. The assets of the fund are held in an independent trustee administered fund, administered in terms of the Pension Funds Act of 1956, as amended. The pension fund is valued by independent actuaries on a triannual basis using the Projected Unit Credit Method. The latest full actuarial valuation of the pension fund was performed on the 31 December 2005. Contributions to the provident fund are charged to the income statement in the year in which they are incurred.

	2005 R'000
Balance at the end of the year	
Present value of funded and unfunded obligations recognised	335,627
Fair value of plan assets	(429,824)
	<hr/>
Unrecognised actuarial gains/(losses)	(94,197)
Unrecognised transitional liability	80,267
Surplus not recognised	-
	33,006
	<hr/>
Liability at balance sheet date	<u>19,076</u>

No assets is recognised in respect of the surplus as the apportionment of the surplus still needs to be calculated and approved by the registrar of Pension Funds in terms of the Pension Fund Second Amendment Act, 39 of 2001.

Movement during the year	
Balance at the beginning of the year	14,506
Contributions paid	(8,125)
Other expenses included in staff costs:	6,621
Current service cost	15,191
Interest cost and prior year adjustments	23,493
Expected return on plan assets	(26,070)
Movement in surplus not recognised	693
Net actuarial gains recognised during the year	(612)

Balance at the end of the year

19,076

The principal actuarial assumptions used for accounting purposes were :

		2005
Discount rate	%	7.20
Return on investments	%	7.80
Salary inflation	%	5.30

13. OTHER OPERATING EXPENSES

The following items were taken into account in the calculation of operating expenses, amongst others:

	2005 R'000
Depreciation on property, plant and equipment	20 741
Amortisation of software	7 934
Repair and maintenance expenses	44 865
Expenses relating to non-capitalisable capital expenses	36 138
Expenses relating to library acquisitions written off	25 844
Operating leases	
- Equipment	1 427
Auditors remuneration	
External auditors:	
- Audit	1 476
Other Services	1 918

14. INCOME FROM INVESTMENTS

	2005 R'000
Dividends	
Interest	9 298
Profit on the sale of securities	79 694
	92 207
	<u>181 199</u>

15. FINANCING COSTS

	2005 R'000
Interest expense	
- Loans	15 522

16. COMMITMENTS

	2005 R'000
16.1 Commitments - approved not contracted	21 974
The above represents expenditure budgeted for at balance sheet date, but not yet recognised in the financial statements. These are to be financed from designated funds.	

16.2 Bank guarantees

At 31 December 2005 a financial institution has issued guarantees to the following third parties on behalf of University of Johannesburg:

	2005 R' 000
SA Post Office	
Van Graan & Associates	250
Cuzen Randeree	301
City Power Johannesburg	140
Johannesburg City Council	110
ESKOM Central Region	174
	<u>174</u>
	1 149

16.3 Operating leases

The University has entered into operating leases for certain of the computer equipment. The terms of the leases are 36 months.

Operating lease payments are as follows:

	2005 R' 000
Up to 1 year	5 876
After 1 year	8 511
	<u>14 387</u>

17. PAYMENT TO MEMBERS OF THE COUNCIL

Payments for attendance at meetings of the Council and its Sub-Committees

TO WHOM PAID	NUMBER OF MEMBERS	ATTENDANCE AT MEETINGS AGGREGATE AMOUNT PAID R'000s	REIMBURSEMENT S OF EXPENSES AGGREGATE AMOUNT PAID R'000s
Chair of Council	1	21	-
Chairs of committees	5	40	-
Members of Council	28	76	2
		137	2

18. **THE FOLLOWING DISCLOSURES RELATE TO COMPENSATIONS PAID TO SENIOR MANAGEMENT OF THE INSTITUTION. REMUNERATION IS BASED ON THE COST OF EMPLOYMENT TO THE INSTITUTION.**

18.2 Exceptional payment amounts – each exceeding in annual aggregate R 249 999

Title and Name	Position	Rand value
Prof. T. R. Botha	Vice-Chancellor - Bonus payment - Leave payout on retirement	835 000 1 081 353
Prof. C. C. Mokadi	Pro Vice-Chancellor - Bonus payment	835 000
Mr. C.D Labuscagne	Registrar: Operations - Leave payout on retirement	287 469
Mrs. J. Sander	Chief Director - Leave payout	281 380

19. CASH FLOW

19.1 CASH FLOWS GENERATED FROM OPERATIONS

	2005 R'000
Net surplus per Income Statement	195 316
Adjustments for:	
- Depreciation	20 741
- Amortisation of Software	7 934
- Profit on disposal of property, plant and equipment	(7 084)
- Working capital changes	28 531
- Investment income less cost of finance	(165 677)
- Increase in provisions	16 183
	<u>95,944</u>

19.2 THE ASSETS AND LIABILITIES ARISING FROM THE MERGER ON 01 JANUARY 2005 ARE AS FOLLOWS:

	2005 R '000
Cash and cash equivalents merger date	282 837
Property, plant and equipment	556 341
Licenses (included in intangibles)	23 804
Available-for-sale investments	1,229 624
Non current assets	7 952
Inventories	5 137
Receivables	83 643
Payables	(214 772)
Retirement benefit obligations:	
– Pensions (Note 20)	(14 506)
– Other post-retirement obligations	(72 536)
Borrowings	(75 844)
Net deferred tax liabilities / assets	268
Net assets	1 813 953
Accumulated funds acquired	(1 811 948)
Purchase consideration settled in cash	-
Cash and cash equivalents in subsidiary acquired	(282 837)

20. FINANCIAL INSTRUMENTS

20.1 Carrying value

Financial instruments carried on the balance sheet include cash and bank balances, investments, receivables, trade creditors and borrowings. These instruments are generally carried at their estimated fair value. For example, receivables are carried net of the estimated doubtful receivables. The particular recognition methods adopted are disclosed in the individual policy statements associated with each item.

The University employ various controls to manage the various risks affecting financial instruments.

20.2 Financial risk management

In a tertiary environment, it is not possible to manage credit risk *ex ante* at the level of individual transactions with students. Credit worthiness cannot be assessed during registration. The credit risk is managed *ex post* by means of effective debt collection, including the sensible application of the withholding of examination results and financial exclusions as well as the utilization of debt collection attorneys and agencies.

Trade and investment risk refers to the change or potential change in the value of a financial instrument or portfolio of instruments as a result of changes in interest rates, exchange rates, and equity and commodity prices.

Trade and investment risk is managed by using external commercial asset managers who manage the respective investment portfolios. The managers' investment mandate is determined contractually and derivatives instruments may be utilized only within a specified limit as a hedging mechanism.

20.3 Fair values

The carrying amounts of the following financial assets and financial liabilities approximate to their fair value: cash and cash equivalents, investments, trade receivables and payables and other receivables and payables.

Gains and losses arising from changes in the fair value of financial investments that are measured at fair value subsequent to initial recognition are recognised directly in equity until the financial asset is disposed of.

21 Consolidated entities

The following entities have been consolidated into the financial statements:

- ARSA (Pty) Ltd
- RAU Trust
- TWR Trust
- STH Foundation Trust
- Million Trading Up (Pty) Ltd
- TWR Business Enterprises (Pty) Ltd

Financial data

FINANCIAL DATA RETURNS FROM UNIVERSITIES &
UNIVERSITIES OF TECHNOLOGY (WORKBOOK FOR CAPTURE
OF DATA RETURNS)
(DATA EXTRACTED FROM FINAL FINANCIAL STATEMENTS & RELEVANT BUDGETS 2004)

ALL BLUE HIGHLIGHTED LINE ITEMS/DATA REQUIRE MANUAL INSERTION

2005

UNIVERSITY OF JOHANNESBURG

HEMIS INSTI H07

TOTAL WEIGHTED FTE STUDENTS ENROLLED	34430			
INCOME STATEMENT				
	TOTALS			
	ACTUAL 2005	FINAL BUDGET 2005	← PROJECTIONS →	
			2006	2007
INCOME				
EDUCATION AND GENERAL - council controlled				
RECURRENT	1261069	977758	1158404	0
State Appropriations - General Purposes	622486	570707	662740	
Fees - Formal Tuition & Related	412150	302814	365866	
Fees - Other incl. Short informal courses	73025	46640	54101	
Contract Income - Research	3084	5724	10650	
Other	4163			
Sales - Goods & Services	41473	34649	42647	
Private Gifts & Grants - General Purposes				
Investment Income - Interest, Dividends etc. - General Purposes	104688	17224	22400	
Other				
NON-RECURRENT	31219	0	0	0
Disposal of expensed equipment	7084			
Other	24135			
TOTAL INCOME EDUC. & GEN. - Council controlled	1292288	977758	1158404	0
EDUCATION AND GENERAL - specifically funded				
State Appropriations - Special Purposes	0			
Contract Income - Research	877			
Other	35			
Sales - Goods & Services	6809			
Private Gifts & Grants - Specified Purposes	66252			
Investment Income - Interest, Dividends etc. - Specified Purposes	69678			
Other	10148			
Net Transfers - Funds not expended (-) / Expen. Funded from prior year income (+)				
TOTAL INCOME EDUC. & GEN. - Specified Purposes	153800			
TOTAL INCOME EDUCATION & GENERAL	1446088			
STUDENT & STAFF ACCOMMODATION				
State Appropriations specified purposes	2010			
Fees - Accommodation	25574	34347	45782	
Sales - Goods & Services	392			
Private Gifts & Grants - Specified Purposes				
Investment Income - Interest, Dividends etc. - Specified Purposes	6834			
Other				
TOTAL INCOME STUDENT & STAFF ACCOMMODATION	34810	34347	45782	0
TOTAL INCOME - EDUC. & GEN; SPECIFIED PURPOSES; ACCOMM.	1480898			
EXPENDITURES				
EDUCATION AND GENERAL - council controlled				
Personnel (Recurrent) - Cost of employment inc. all benefits & taxes	697846	589949	699232	0
Academic - (before the provisions referred to below)	347648	589949	699232	
Academic - employ./post employ. benefit/obligation provisions (incl. accum leave)	8253			
Other - (before the provisions referred to below)	334014			
Other - employ./post employ. benefit/obligation provisions (incl. accum leave)	7930			
Other operating expenditures (incl. depreciation & other provisions)	492546	390861	460818	0
Recurrent	458333	390861	460818	0
Operational costs including Bursaries/Scholarships	419416	334093	429820	
Depreciation Provision incl. Additional	27586	34200	22442	
Finance costs	11331	8556	8556	
Other		14012		
Non-recurrent including extraordinary items & additional depreciation	34213	0	0	0
Personnel - Cost of employment inc. all benefits, provisions & taxes				
Other	34213			
Hospitals	0	0	0	0
Personnel Compensation				
Other Current Operating Costs				
Capital Expenditure Expensed				
Independent Operations (HEMIS definition)	0	0	0	0
Personnel Compensation				
Other Current Operating Costs				
Capital Expenditure Expensed				
TOTAL Expenditure Education & General (as per Income Statement)	1190392	980810	1160050	0
SPECIFICALLY FUNDED ACTIVITIES				
Personnel compensation inc. all benefits - Academic staff	10197			
Personnel compensation inc. all benefits - Other staff	9797			
Recurrent operating costs	42097			
Scholarships (institution awarded from specific purpose donated/provided funds)	9501			
Depreciation incl. Additional	443			
Finance costs	427			
Other				
Non recurrent expenditure expensed	1774			
TOTAL Expenditure Specifically Funded Activities (as per Inc. Stat.)	74237			
TOTAL Expenditure E & G and Spec. Funded (as per Inc. Statement)	1264628			
STUDENT & STAFF ACCOMMODATION				
Personnel Compensation	5109	13657	10252	
Recurrent Operating Costs	11283	11881	30299	
Depreciation incl. Additional	646			
Finance costs	3764			
Other	151			
Non recurrent expenditure expensed incl. Additional Depreciation		3804	4542	
TOTAL Expenditure Student/Staff Accommodation (as per Inc. Stat.)	20953	29342	45093	0
TOTAL Expenditure all activities (as per Income Statement)	1285582			
SURPLUS/DEFICIT ALL ACTIVITIES (as per Income Statement)	195316			
OTHER FINANCIAL INFORMATION - All funding sources				
Personnel costs - Recurrent (cost to employer inc. all benefits & prov's)	722950			
Academic staff (Permanent)	324270			
Academic staff (Fixed-term)	40631			
Library Professional staff	22413			
Library Other staff	0			

	ACTUAL 2006	FINAL BUDGET 2006	PROJECTIONS 2006 2007	
Information Technology & Computer support staff	12540			
Other personnel (Full-time, Part-time)	323096			
Personnel Costs - Non-Recurrent (Cost to Employer)	0			
Academic - incl All benefits and provisions				
Other personnel - incl All benefits and provisions				
Retrenchment & related costs				
Accumulated leave/post-retirement & related benefits provided (Prior years)				
Outsourced contract costs for:	27301			
Security	3712			
Cleaning	9272			
Grounds & gardens	7			
Catering				
Information Technology and computer services	14238			
Maintenance	72			
Other				
Aggregate Other Expenditure	119309			
Recurrent	83171			
Bursaries & Scholarships	38974			
Depreciation including Additional	28675			
Finance costs	15522			
Other				
Non-Recurrent	36138			
Additional Depreciation				
Capital items expensed	36138			
Other				
Bursaries & Scholarships (institution funded)	23857	0	0	0
First Qualification	14265			
Higher Qualification	9592			
Student debt - Fees, Loans & Other (before any provisions)	81810			
Student debt written off and/or adjustment to amount provided	2217			
Amount of provision for irrecoverable student debt	50421			
Bursaries & Scholarships Tuition only (NSFAS & Other outside funded)	82998	0	0	0
Students - First Qualification	82998			
Students - Higher Qualification	0			
Financial aid - Student Accommodation Paid- If available separately				
Staff indebtedness - loans and other	11280	0	0	0
Staff Accommodation				
Total loan indebtedness outstanding	11280			
Total student housing: Operating cost per FTE student housed				
LOANS GRANTED - Institution funded	0	0	0	0
Students - First qualification				
Higher qualification				
LOANS GRANTED - NSFAS funded	0	0	0	0
Students - First qualification				
Higher qualification				
LOANS GRANTED - Other outside funded	0	0	0	0
Students - First qualification				
Higher qualification				
Students - Amount of Loans granted in current year - Total	0	0	0	0
Staff - Total amount of Loans granted in current year - Academic Professional	2185			
Other	1494			
Staff - Amount of staff loans granted during year - Total	3679	0	0	0
Capital Expenditure - Land & Buildings	100024			
Capital Expenditure - Non-Current Investments	550980			
Capital Expenditure Capitalised - Other	18276			
Proceeds disposal - Non-current assets - Land & Buildings	0			
Proceeds disposal - Non-current Investments	359906			
Proceeds disposal - Non-current assets - Other	10579			
Increase/Decrease(-) in Borrowings - Non-current (Year end balance yrs n-(n-1))	-14868			
Increase/Decrease(-) in Borrowings - Current - (Year end balance yrs n-(n-1))	-2644			
CASH & CASH EQUIVALENTS (CASHFLOW) - YEAR-END BALANCE	230075			
CASH & CASH EQUIVALENTS (CASHFLOW) - YEAR-BEGINNING BALANCE	163516			
CASH & CASH EQUIVALENTS (CASHFLOW) - CHANGE	66559			
BALANCE SHEET - FOR REPORTING YEAR ONLY	R'000's			
ASSETS	2551756			
Non-current - PPE	653797			
Intangible property	15870			
Investments - Marketable securities	1548570			
Deposits with Public Investment Commissioners	10125			
Other				
Receivables	11333			
	2239695			
Current - Inventories	4323			
Receivables	77237			
Investments - Marketable securities				
Deposits with Public Investment Commissioners				
Other	426			
Cash & cash equivalents	230075			
	312061			
FUNDS & LIABILITIES	2551756			
FUNDS	2150762			
Non-distributable reserves - Invested in and/or held for PPE	578003			
Restricted use funds reserves - Residences	38123			
- Student Loan Funds				
- Endowment & Trust Funds	455094			
- Education & general	401417			
Unrestricted use income - Endowment & Trust Funds - Education & general				
- Reserves	678125			
NON-CURRENT LIABILITIES	238107			
Borrowings - (not state subsidised)	33177			
Borrowings - (state subsidised)	27799			
Employment benefit obligations	68135			
Post employment benefits/obligations	108996			
Other				
CURRENT LIABILITIES	162887			
Accounts payable & accrued liabilities	64096			
Provision for employment/post-employment benefits/obligations	19008			
Deposits held	64965			
Current portion of borrowings - General (Incld Bank loan/Overdrawn)	219			

	ACTUAL 2005	FINAL BUDGET 2005	PROJECTIONS	
			2006	2007
State subsidised	14599			
Other				
Aggregate Depreciation Provisions (Total provided to date - Per Note 1 AFS)	28675			
Market value of non-current investments Year n	1558695			
Market value of non-current investments Year n-1	1229624			
Off balance sheet liabilities	0			
SUPPLEMENTARY DATA				
INSTRUCTION, RESEARCH, COMMUNITY SERVICE AND RELATED SUPPORT				
Personnel cost	419339			
Supplies & Services	139982			
Outsourced Supplies & Services	10263			
Fixed property Costs (incl. rental)	0			
Fixed Equipment costs (incl. Depreciation & capex)	23456			
Bursaries	29203			
Cost of goods purchased for re-sale	0			
Total	622243			
STUDENT SERVICES				
Personnel cost	5748			
Supplies & Services	1620			
Outsourced Supplies & Services	102			
Fixed property Costs (incl. rental)	0			
Fixed Equipment costs (incl. Depreciation & capex)	0			
Bursaries	0			
Cost of goods purchased for re-sale	0			
Total	7470			
INSTITUTIONAL SUPPORT				
Personnel cost	218401			
Supplies & Services	98322			
Outsourced Supplies & Services	7672			
Fixed property Costs (incl. rental)	0			
Fixed Equipment costs (incl. Depreciation & capex)	21138			
Bursaries	0			
Cost of goods purchased for re-sale	0			
Total	345533			
OPERATION & MAINTENANCE OF REAL ESTATE & PLANT				
Personnel cost	54358			
Supplies & Services	122988			
Outsourced Supplies & Services	9264			
Fixed property Costs (incl. rental)	11331			
Fixed Equipment costs (incl. Depreciation & capex)	17205			
Cost of goods purchased for re-sale	0			
Total	0			
HOSPITALS				
Personnel cost	0			
Supplies & Services	0			
Outsourced Supplies & Services	0			
Fixed property Costs (incl. rental)	0			
Fixed Equipment costs (incl. Depreciation & capex)	0			
Cost of goods purchased for re-sale	0			
Total	0			
INDEPENDENT OPERATIONS				
Personnel cost	0			
Supplies & Services	0			
Outsourced Supplies & Services	0			
Fixed property Costs (incl. rental)	0			
Fixed Equipment costs (incl. Depreciation & capex)	0			
Cost of goods purchased for re-sale	0			
Total	0			
Grand Total	1190392			
NON-CURRENT AND CURRENT INVESTMENTS AT 31 DECEMBER 2005				
NON-CURRENT INVESTMENTS				
State Stocks & Bonds & Stocks & Debentures in public corporations				
Carrying value at start of year	21891			
Additions at cost	64511			
Disposals/write offs during year	48450			
Surpluses/deficits incurred	-266			
Increase/decrease in market values	982			
Carrying value at end of year	38934			
Total income received during year	38934			
Municipal stock				
Carrying value at start of year	0			
Additions at cost	0			
Disposals/write offs during year	0			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			
Carrying value at end of year	0			
Total income received during year	0			
Shares listed on the Securities Exchange				
Carrying value at start of year	682925			
Additions at cost	211064			
Disposals/write offs during year	158525			
Surpluses/deficits incurred	88474			
Increase/decrease in market values	135778			
Carrying value at end of year	871242			
Total income received during year	871242			
Shares not Listed on Securities Exchange				
Carrying value at start of year	0			
Additions at cost	0			
Disposals/write offs during year	0			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			
Carrying value at end of year	0			
Total income received during year	0			
Money Market Deposits				
Carrying value at start of year	380173			
Additions at cost	61473			
Disposals/write offs during year	2925			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			

	ACTUAL 2005	FINAL BUDGET 2006	PROJECTIONS	
			2006	2007
Carrying value at end of year	438721			
Total income received during year	13944			
Other				
Carrying value at start of year	0			
Additions at cost	0			
Disposals/write offs during year	0			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			
Carrying value at end of year	0			
Total income received during year	0			
CURRENT INVESTMENTS				
Shares listed on the Securities Exchange				
Carrying value at start of year	2813			
Additions at cost	0			
Disposals/write offs during year	2813			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			
Carrying value at end of year	0			
Total income received during year	0			
Shares not Listed on Securities Exchange				
Carrying value at start of year	0			
Additions at cost	0			
Disposals/write offs during year	0			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			
Carrying value at end of year	0			
Total income received during year	0			
Other listed (specify)				
Carrying value at start of year	0			
Additions at cost	0			
Disposals/write offs during year	0			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			
Carrying value at end of year	0			
Total income received during year	0			
Other unlisted (specify)				
Carrying value at start of year	0			
Additions at cost	0			
Disposals/write offs during year	0			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			
Carrying value at end of year	0			
Total income received during year	0			
Money Market Deposits				
Carrying value at start of year	116508			
Additions at cost	0			
Disposals/write offs during year	116508			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			
Carrying value at end of year	0			
Total income received during year	0			
Other (specify)				
Carrying value at start of year	0			
Additions at cost	0			
Disposals/write offs during year	0			
Surpluses/deficits incurred	0			
Increase/decrease in market values	0			
Carrying value at end of year	0			
Total income received during year	0			
Grand Total of income received during year				
NON-CURRENT AND CURRENT BORROWINGS AT 31 DECEMBER 2003				
State Loans Received				
Outstanding at start of year	6512			
Outstanding at end of year	0			
Amount repayable within one year	0			
Private Loans received				
Banking Institutions - Overdraft				
Outstanding at start of year	0			
Outstanding at end of year	0			
Amount repayable within one year	0			
Banking Institutions - Other (specify)				
Outstanding at start of year	54277			
Outstanding at end of year	44676			
Amount repayable within one year	11419			
Pensions & Provident Funds				
Outstanding at start of year	7209			
Outstanding at end of year	5930			
Amount repayable within one year	599			
Insurers				
Outstanding at start of year	23752			
Outstanding at end of year	18629			
Amount repayable within one year	2482			
Other Financial institutions				
Outstanding at start of year	606			
Outstanding at end of year	203			
Amount repayable within one year	145			
Other - Specify				
Outstanding at start of year	0			
Outstanding at end of year	0			
Amount repayable within one year	0			

Performance indicators

CHAPTER 6.7.1

PERFORMANCE/STATUS INDICATORS FROM UNIVERSITIES & UNIVERSITIES OF TECHNOLOGY
UNIVERSITY OF JOHANNESBURG

HEMIS INSTIT. CODE-->

H07

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2005	Expressed as %
FUNDS	
Non-distributable reserves - Invested in and/or held for PPE/Total Funds	100.00%
Restricted & Administered Funds (Residences)/Total Funds	26.87%
Restricted & Administered Funds (Student loans)/Total Funds	1.77%
Restricted & Administered Funds (Endowment and Trusts)/Total Funds	0.00%
Restricted & Administered Funds (Other)/Total Funds	21.16%
Unrestricted + Council Designated (Endowment and Trusts)/Total Funds	18.66%
Unrestricted + Council Designated Funds (General)/Total Funds	0.00%
Capitalisation level (computed according to the formula)	31.53%
LIABILITIES	-864992865
Total Liabilities/(Total Funds + Total Liabilities)	
Current Liabilities/Total Liabilities	15.71%
ASSETS	40.62%
PPE(carrying value)/Total Assets(carrying value)	99.38%
Non-current Investments (carrying value)/Total Assets (carrying value)	25.62%
Non-current Investments (market value)/Non-current Investments (carrying value)	61.08%
Non-current receivables/Total Assets (carrying value)	100.65%
Current Assets (carrying value)/Total Assets (carrying value)	0.44%
LIQUIDITY (based on carrying values unless otherwise stated)	12.23%
Current Assets/Current Liabilities	Ratios or %
Cash retained/utilised(-)/Cash Balance (beginning of year) [CashFlow Statement]	1.9158
(Current Assets - Inventories)/Current Liabilities	0.407
(Current Assets - Inventories - Current Liabilities)/Monthly Payroll * _____	1.8893
Provision for irrecoverable student debt/Total student debt outstanding	2.404
Student Fee debt (year n)/all student fees (year n) * _____	61.63%
Student Fee debt (year n-1)/all student fees (year n-1) * _____	7.62%
Student Fee debt (year n-(>1))/all student fees (year n-(>1)) * _____	0.00%
INVESTMENTS (Quoted)	0.00%
(Marketvalue(year n))-(marketvalue(year n-1))	
((Marketvalue(year n)-(marketvalue(year n-1)))/(Marketvalue (year n-1))	329071
Income (dividends+interest)/ Average Annual Marketvalue (computed quarterly) * _____	26.76%
INVESTMENTS (UNQUOTED)	10.20%
Estimated realisable value/Cost * _____	
Total Income/Estimated realisable value * _____	102.00%
NOTE: Calculations computed automatically except those marked ** _____	215.42%
EDUCATION & GENERAL	
INCOME (UNRESTRICTED - COUNCIL CONTROLLED)	100.00%
State appropriations total/Total column recurrent income	
Fee income/Total column recurrent income	48.17%
Contract income/ Total column recurrent income	37.54%
Sales of goods & services/Total column recurrent income	0.56%
Total gifts & grants/Total column recurrent income	3.21%
Investment income/Total column recurrent income	0.00%
Other recurrent income/Total column recurrent income	8.10%
Non-recurrent - Proceeds of or Profit on sale of assets/Total column income	0.00%
Non-recurrent - Other/Total column income	0.01
State appropriations total/Total weighted FTE students enrolled	0.02
Tuition fee income/Total weighted FTE students enrolled	18.08
Other income/Total weighted FTE students enrolled	11.97
Non-recurrent income/Total weighted FTE students enrolled	6.58
Total Income/Total Weighted FTE students enrolled	0.91
Aggregate components Unrestricted Recurrent Income items	37.53
(State Appropriations + Tuition & Related Fees)/Total Recurrent Income	97.58%
Surplus (+)/Deficit(-)/Total column income	87.84%
INCOME (SPECIFICALLY FUNDED ACTIVITIES)	7.88%
State appropriations & grants/Total column income	100.00%
Total gifts & grants/Total column income	0.00%
Contract income/ Total column income	43.08%
Sales of goods & services/Total column income	0.59%
Investment income/Total column income	4.43%
Other income/Total column income	45.30%
Net Transfers/Total column income	6.60%
Surplus (+)/Deficit(-)/Total column income	0.00%
Income (unrestricted)/(Income (unrestricted) + income (specific activities))	51.73%
INCOME (STUDENT/STAFF ACCOMMODATION)	89.36%
State appropriations & grants/Total column income	100.00%
Fee income/Total column income	5.77%
Total sales goods & services/Total column income	73.47%
Total gifts & grants/Total column income	1.13%
Investment income/Total column income	0.00%
Other income/Total column income	19.63%
Surplus (+)/Deficit(-)/Total column income	0.00%
EXPENDITURE (EDUCATION & GENERAL)	39.81%
Personnel cost /Total column recurrent income	92.12%
Academic Personnel (before provisions)/Total column recurrent income	55.34%
Academic Personnel (Employ/Post employ provisions)/Total column recurrent income	27.57%
Other Personnel cost /Total Column recurrent income	0.65%
	26.49%

Other Personnel (Employ/Post employ. provisions)/Total column recurrent income	0.63%
Personnel cost / (Total subsidy + tuition fees)	67.45%
Current operating costs[exc. depreciation, & capex]/Total column recurrent income	31.37%
Bursaries/total column recurrent income	1.89%
Depreciation/total column recurrent income	2.19%
Finance costs/Total column recurrent income	0.90%
Other costs/Total column recurrent income	0.00%
Aggregate components Recurrent Unrestricted funded items	91.68%
Non-recurrent expenditure [inc additional deprec]/Total column non-recurrent income	109.59%
Hospitals expenditure/Total column income	0.00%
Independent Operations expenditure/Total column income	0.00%
Total recurrent expenditure/Total Weighted FTE students enrolled	33.581
Total recurrent personnel cost/Total Weighted FTE students enrolled	20.269
Academic staff recurrent personnel cost(all)/Total Weighted FTE students enrolled	10.097
% Academic staff per FTE/Total cost per FTE	30.07%
EXPENDITURE (SPECIFICALLY FUNDED ACTIVITIES)	42.09%
Personnel cost /Total column income	13.00%
Depreciation(inc. additional)/total column income	27.37%
Current operating costs[exc.additional deprec.& capex.]/Total column income	0.29%
Finance costs/Total column income	0.28%
Other expenditure/Total column income	0.00%
(Capital expenditure + Additional Depreciation)/Total column income	1.15%
Bursaries (outside funded)[if ascertainable] (Amount in R'000s)*	12737
EXPENDITURE (STUDENT/STAFF ACCOMMODATION)	27.78%
Personnel cost /Total column income	14.68%
Current operating costs[exc.additional deprec. & capex.]/Total column income	1.86%
Finance costs/Total column income	10.81%
Other expenditure/Total column income	0.43%
(Capital expenditure + Additional Depreciation)/Total column income	0.00%
Surplus(Total)/Total Income	13.19%
OTHER FINANCIAL DATA - All sources of funding/Total expenditure	
Personnel Costs - Recurrent	56.24%
Academic staff (Permanent)/Total (all columns) Expenditure	25.22%
Academic staff (Fixed-term)/Total (all columns) Expenditure	3.16%
Library Professional staff/Total (all columns) Expenditure	1.74%
Library Other staff/Total (all columns) Expenditure	0.00%
Information Technology & Computer support staff/Total (all columns) Expenditure	0.98%
Other personnel (Full-time, Part-time)/Total (all columns) Expenditure	25.13%
Personnel Costs - Non Recurrent	25.22%
Academic/Total (all columns) Expenditure	25.22%
Other/Total (all columns) Expenditure	0.00%
Retrenchment costs/Total (all columns) Expenditure	0.00%
Accum. Leave/Post-retirement Benefits [Prior years]/Total (all columns) Expenditure	0.00%
Outsourced contract costs for:	2.12%
Security/Total (all columns) Expenditure	0.29%
Cleaning/Total (all columns) Expenditure	0.72%
Grounds & gardens/Total(all columns) Expenditure	0.00%
Catering/Total (all columns) Expenditure	0.00%
Information Technology and computer services/Total (all columns) Expenditure	1.11%
Maintenance/Total (all columns) Expenditure	0.01%
Other/Total (all columns) Expenditure	0.00%
Bursaries & Scholarships (institution funded - Unrestricted)	1.89%
First Qualification/Total recurrent unrestricted income	1.13%
Higher Qualification/Total recurrent unrestricted income	0.76%
First Qualification/Total student fee Income	3.46%
Higher Qualification/Total student fee Income	2.33%
Student Financial aid:- Accommodation/(all columns) Expenditure	0.00%
Student debt written off and/or provided as irrecoverable	
(Written-off + Change in Provision for Irrecoverable)/Total recurrent unrestricted income	0.18%
Other total operating expenditures (incl. depreciation & other provisions)	6.53%
Recurrent (excluding Outsourced, Bursaries & Debt write offs)	3.27%
Other Operating Costs(all)/Total (all columns) Expenditure	-0.17%
Depreciation Provision/Total (all columns) Expenditure	2.23%
Finance costs	1.21%
Non-recurrent	
Non-recurrent/ Total (all columns) Expenditure	2.81%
Aggregate Expenditure/Total Income	86.81%
Number of students receiving financial support from NSFAS funds*	8814
Number of students receiving financial support other than from NSFAS funds*	0
Proportion of student debt (total year's fees) funded from all sources of financial aid*	15.93%
Proportion of students receiving financial support to total student number* %	20.99%
Net Capital expenditure/(PPE+Non-current investments)	13.56%
Increase/decrease(-) in non-current and current borrowings years (n -(n-1))	243.75%
Increase/decrease(-) in cash flow years (n -(n-1))	40.70%
Expenditure by activity as a % of Grand Total	
Instruction, Research Community Services	49.82%
Personnel	35.23%
Goods & services	11.76%
Cost of outsourced services	0.86%
Fixed property costs including rentals	0.00%
Equipment costs including depreciation, maintenance and CAPEX expensed	1.97%

Cost of goods acquired for re-sale	0.00%
Student services	0.63%
Personnel	0.48%
Supplies and Services	0.14%
Cost of outsourced services	0.01%
Fixed property costs including rentals	0.00%
Equipment costs including depreciation, maintenance and CAPEX expensed	0.00%
Bursaries	0.00%
Cost of goods acquired for re-sale	0.00%
Institutional support	29.03%
Personnel	18.35%
Supplies and Services	8.26%
Cost of outsourced services	0.64%
Fixed property costs including rentals	0.00%
Equipment costs including depreciation, maintenance and CAPEX expensed	1.78%
Other	0.00%
Operation & maintenance of real estate and plant	100.00%
Personnel	0.00%
Supplies and Services	0.00%
Cost of outsourced services	0.00%
Fixed property costs including rentals	100.00%
Equipment costs including depreciation, maintenance and CAPEX expensed	0.00%
Other	0.00%
Other	0.00%
Personnel	0.00%
Supplies and Services	0.00%
Cost of outsourced services	0.00%
Fixed property costs including rentals	0.00%
Equipment costs including depreciation, maintenance and CAPEX expensed	0.00%
Bursaries	0.00%
Cost of goods acquired for re-sale	0.00%
	179.47%
LOANS GRANTED inc NSFAS (Actually granted during the current financial period)	
Institution	
Students - First qualification/Total all student fee income	0.00%
Higher qualification/Total all student fee income	0.00%
Total/Total all student fee income	0.00%
Staff - Academic Professional/Academic profession total personnel cost	0.60%
Other/Other staff total personnel cost	0.42%
NSFAS	
Students - First qualification/Total all student fee income	0.00%
Higher qualification/Total all student fee income	0.00%
Total NSFAS Loans/Total all student fee income	0.00%
Other	
Students - First qualification/Total all student fee income	0.00%
Higher qualification/Total all student fee income	0.00%
Total student loans granted/Total all student fee income	0.00%
BURSARIES & SCHOLARSHIPS GRANTED (Institution funded)	
Students - First Qualification/Total student fee income	3.26%
Students - Higher Qualification/Total student fee income	2.19%
Total/Total all student fee income	5.45%
BURSARIES & SCHOLARSHIPS GRANTED (NSFAS & Other outside funded)	
Students - First Qualification/Total student fee income	18.96%
Students - Higher Qualification/Total student fee income	0.00%
NOTE: 'All student fee income' comprises tuition and related and accommodation fees	
Staff Compensation by category *	In R'000s
(Total compensation, incl. All benefits)/FTE staff numbers for respective category)	
Categories:	
Academic professional	287130
Executive Management, Admin., Professional	31872
Specialist support	28643
Technical support	12777
Non-professional administrative	279689
Service	82839
Other	0

CHAPTER 6.7.3

SUPPLEMENTARY FINANCIAL DATA FROM UNIVERSITIES & UNIVERSITIES OF TECHNOLOGY
UNIVERSITY OF JOHANNESBURG

HEMIS INSTIT. COD H07

22-04-2002

EXPENDITURE BY ACTIVITY CATEGORY (EDUCATION & GENERAL) FOR THE YEAR ENDED 31 DECEMBER 2005
R'000s

ACTIVITIES	PERSONNEL COST	SUPPLIES & SERVICES	COST OF SERVICES OUTSOURCED	FIXED PROPERTIES COST INCL. RENTAL	EQUIPMENT COSTS INCL. DEPRECIATION & CAPEX EXPENSED	BURSARIES	COST OF ITEMS ACQUIRED FOR RE-SALE	TOTAL
INSTRUCTION, RESEARCH, COMMUNITY								
SERVICE AND RELATED SUPPORT *	419339	139982	10263					
STUDENT SERVICES	5748	1620	102		23456	29203		622243
INSTITUTIONAL SUPPORT *	218401	98322	7672					7470
OPERATION & MAINTENANCE OF REAL ESTATE AND PLANT	54358	122988	9264	11331	21138			345533
HOSPITALS					17205			
INDEPENDENT OPERATIONS								0
TOTAL	697846	362912	27301	11331	61799	29203	0	1190392

* Support includes managerial, administrative, secretarial and technical activities and professional services

NON-CURRENT AND CURRENT BORROWINGS AT 31 DECEMBER 2005
R'000s

TYPE	OUTSTANDING AT START OF YEAR	OUTSTANDING AT END OF YEAR	AMOUNT PAYABLE WITHIN ONE YEAR
STATE LOANS RECEIVED			
PRIVATE LOANS RECEIVED	6512	6356	173
BANKING INSTITUTIONS - OVERDRAFT			
BANKING INSTITUTIONS - OTHER (SPECIFY)			
PENSION & PROVIDENT FUNDS	54277	44676	11419
INSURERS	7209	5930	599
OTHER FINANCIAL INSTITUTIONS	23752	18629	2482
OTHER - SPECIFY	606	203	145
TOTAL	92356	75794	14818