

ANNUAL REPORT



University of Venda
Creating Future Leaders

2020
ANNUAL REPORT AND AUDITED FINANCIAL
STATEMENTS

Compiled in terms of the Regulations for reporting by Public Higher Education Institutions, published under Government Notice No R 464 of 9 June 2014.

OF
THE UNIVERSITY OF VENDA

Incorporated in terms of the Higher Education Act, 1997
and the Statute of the University of Venda, promulgated under Government Notice
No.40673 of 10 March 2017

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Contents

- 3. Report of the Chairperson
- 12. Council Statement on Corporate Governance
- 25. Council Statement on Sustainability
- 27. Vice-Chancellor's Report on Management and Administration
- 44. Performance Assessment and Information Report
- 71. Senate Report to Council
- 75. Report of the Institutional Forum
- 77. Report on Risk Assessment and Management
- 79. Report on Transformation
- 114. Report of the Audit Committee
- 116. Annexure A
- 119. Annexure B

Report of the Chairperson of Council

The University Council effectively exercised the necessary oversight role through its relevant governance committees to ensure successful implementation of University's 2016-2020 Strategic Plan. Through the Audit and Risk Committee, Council managed to identify, assess, and mitigate emerging strategic risks to ensure effective and efficient management of the process of implementation of the 2016-2020 Strategic Plan.

Matters Approved by Council in 2020

During the period under review, the Council of the University of Venda (UNIVEN) has approved several policies and other critical governance matters which are reflected under the various sub-headings below.

Policies

The following policies were approved during the period under review to ensure effective governance and consistency with the institutional growth:

- UNIVEN Safety and Security
- Governance Framework
- Ethical Culture
- University Policies Development
- Remote Working
- Management of Human Resources During Disaster.

In addition to the newly introduced policies, the following existing policies were also amended or revised to ensure alignment with the current university's operating environment, and these include the following:

- Performance Management
- Termination of Service
- Leave
- Remuneration
- Students with Disabilities
- Fraud Prevention
- Whistle Blowing

- Cash Management
- Corporate Credit Card
- Credit Balance on Student Accounts
- Debt Management and Write-off
- Financial Delegation of Authority
- Investment
- Supply Chain Management.

Additional Governance Matters

Council approved the following matters:

- Election of Mr. MJ Lekgetha as Chairperson of Council
- Election of Ms. NV Makhari as Deputy Chairperson of Council
- Appointment of external Council members to serve on the Executive Committee of Council (EXCO)
- Appointment of external Council members to serve on the Student Affairs Committee, Finance Committee, Audit and Risk Committee, Appeals Committee and Human Resources Committee
- Honoraria rate for external Council members and experts on the Audit and Risk Committee
- Appointment of Mr. R Tshimomola, Ms. N Nkosi and Mr. KP Ravhudzulo as external experts on the Audit and Risk Committee
- Internal Audit Charter
- Appointment of Adv. Mojankunyane Gumbi as Chancellor of the University of Venda from 01 January 2020 to 31 December 2024
- 55% pensionable salary option for discussion with the Provident Fund Board; and 3 times and 5 times pay-out choices on the Risk Benefit for implementation
- The 2021-2025 Strategic Plan and Operating Model
- Revision of the advertisement and qualifications mix for the position of University Registrar
- Appointment of the new Board of the Univen Innovative Growth Company (UIGC)
- Audit and Risk Committee's terms of reference
- Executive Committee of Council's terms of reference
- Student Affairs Committee's terms of reference
- Finance Committee's terms of reference
- Human Resources Committee's terms of reference
- Student Representative Council (SRC) programme of action
- Write-off for student' debt
- Appointment of Mr. LB Kraziya as the Chief Financial Officer (CFO), on a five-year performance contract, renewable subject to performance evaluation
- Relocation of the Labour Relations/Employee Relations function from the University's Department of Legal Services to the Department of Human Resources

- Postponement of the Business Continuity Audit by the Internal Audit
- Ad hoc requests to the internal audit
- Consolidated annual financial statements for the year ended 31 December 2020
- 2020 Annual Report
- Appointment of Dr. NR Mbhele and Dr. O van Heerden to serve on Senate in terms of Section 35.1(c) of the University of Venda Statute, effective from 31 July 2020 to 22 November 2024
- Confirmation of Mr. MJ Lekgetha as a member of the Honorary Degrees Committee from 31 July 2020 to 22 November 2024
- Nomination of Prof. S Mosoetsa and Dr. O van Heerden to serve on Honorary Degrees Committee from 31 July 2020 to 22 November 2024
- Nomination of Mr. C.V. Gamede and Mr. ME Selomo to serve on the Institutional Forum from 31 July 2020 to 22 November 2024
- Creation and to advertise the four (4) positions of Executive Deans
- UIGC Shareholder's compact
- Fraud and Whistle Blowing Response Plan
- 2021 University Annual Performance Plan (APP) for submission to the Department of Higher Education and Training (DHET)
- That the University of Venda's external audit contract with Ngubane & Co should be extended until submission of the 2020 audit report
- 2020 Revised Statute of the University of Venda
- Appointment of Mr. LB Kraziya as an authorised signatory on the University's bank and investment accounts
- 2021 Council-controlled operating and capital budget
- Proposal for a compact on a consumer price index increases on University fees for the 2021 academic year
- Proposal for a compact on the 2021 university fee increases as requested by DHET
- Postponement of SRC elections and appointment of the interim SRC
- Appointment of Student Housing Management Committee's members
- Appointment of SRC Remedial Committee's members
- Adjusted Student Affairs Committee Workplan for 2020
- That all meetings of Council and its committees should be hosted virtually henceforth, except the first and final meetings of Council every year which should be hosted physically, face-to-face
- The request for condonation (downward revision of Performance Targets of the APP Strategic Objective 1: Conversion to a Comprehensive University)
- Request for downward review of 2020 APP targets affected by COVID-19
- Request for condonation to submit to Council the University of Venda 2020 Mid-Year Performance Report to DHET

2020 Mid-Year Performance Report of the University of Venda for submission and reporting to DHET

- Application to introduce new programme: Postgraduate Diploma in Accounting in the School of Management Sciences' Department of Accountancy
- Application to introduce new programme: Master of Arts (in Language Practice) in the School of Human and Social Sciences
- Audit Management Action Plan
- New Academic Structure
- Appeal outcome of student vs University of Venda.

It is through reviews and approvals outlined above that the University of Venda continues to remain relevant to its Vision and Mission, its Statute and national statutory provisions governing South African Higher Education.

Council of the University of Venda as at 31 December 2020

In terms of Section 14(6) of the Statute, the University of Venda Council was constituted as follows in 2020:

SECTION OF STATUTE	NAME(S)	TERM
1. Section 14.6 (a) The Vice-Chancellor	Dr. NB Nthambeleni	-
Section 14.6 (b) Two Deputy Vice-Chancellors	Prof. JE Crafford	-
	Dr. RL Martin	-
	Mr LB Kraziya (Chief Financial Officer)	-
Section 14.6 (c) Three members with specific competencies in the fields designated by the Council	Mr SB Mampeule <i>Human Rights</i>	05/02/2020- 22/11/2024
	Mr BP Thompson (Chairperson of the Human Resources Committee) <i>Human Resources</i>	05/02/2020- 22/11/2024
	Mr MN Mangena (Chairperson of the Appeals Committee) <i>Legal</i>	05/02/2020- 22/11/2024

SECTION OF STATUTE	NAME(S)	TERM
<i>Section 14.6. (d)</i> The Chairperson of the Institutional Forum (IF)	-	-
<i>Section 14.6 (e)</i> Five persons appointed by the Minister	Mr MJ Lekgetha (Chairperson) Ms NV Makhari (Deputy Chairperson) Mrs NB Mutheiwana (Chairperson of the Finance Committee) Mr T Telite Dr O van Heerden (Chairperson of the Audit and Risk Committee)	14/01/2020- 22/11/2024
<i>Section 14.6 (f)</i> One person appointed by the Premier of the Limpopo Province	Mr ME Selomo (Chairperson of the Student Affairs Committee)	23/11//2019- 22/11/2024
<i>Section 14.6 (g)</i> Two persons elected by the Senate from among its members.	Dr. NS Nethengwe Prof. T van der Walt	27/05/2020- 22/11/2024
<i>Section 14.6 (h)</i> Two persons elected by the Convocation	-	-
<i>Section 14.6 (i)</i> Two persons elected by the donors	Mr MI Mphaphuli Mr ML Mashilane	31/01/2020- 22/11/2024
<i>Section 14.6 (j)</i> One academic employee of the University other than members of the Senate, elected by the academic employees	Mr ND Tshithavhane	10/02/2020- 22/11/2024

SECTION OF STATUTE	NAME(S)	TERM
Section 14.6 (k) Two Student Representative Council (SRC) members in accordance with the rules	Mr G Chauke	21/11/2019-May 2021
	Mr Y Mxaku	21/11/2019-11/12/2020
Section 14.6 (l) One member of the service employees of the University elected by the service employees	Mr AD Maphiswana	07/02/2020-22/11/2024
Section 14.6 (m) One member of the administrative employees of the University elected by the administrative employees	Mr. JAM Mogashoa	07/02/2020-22/11/2024
Section 14.6 (n) One person designated by the Thulamela Municipality	Mr. AS Tshifhango	23/11//2019-22/11/2024
Section 14.6 (o) Other persons, not exceeding five in number, designated by such bodies as determined by the Council	Mr CV Gamede	23/11//2019-22/11/2024
	<i>Engineering Council of South Africa (ECSA)</i>	
	Prof. S Mosoetsa <i>National Institute for the Humanities and Sciences (NIHSS)</i>	23/11//2019-22/11/2024
	Ms F Osman <i>National Research Foundation (NRF)</i>	10/12/2019-22/11/2024
	Dr NR Mbhele <i>Council for Scientific and Industrial Research (CSIR)</i>	23/11//2019-22/11/2024
	Thovhele MPK Tshivhase <i>Local Traditional Authority</i>	23/11//2019-22/11/2024
Notes: The term of Student Representative Council (SRC) members on Council which was due to expire on 11/10/2020 was extended. At its meeting of 26 November 2020, Council approved the postponement of SRC elections and appointment of the 2019/2020 SRC as the interim SRC when its current term expires to avoid student leadership vacuum on institutional governance.		

Attendance of Council meetings for the Period 01 January 2020 to 31 December 2020 was as follows:

NAME	13/02/2020 (Workshop)	14/02/2020 (Special)	22/05/2020	31/07/2020	27/08/2020 (Special - first meeting)	27/08/2020 (Special -second meeting)	26/11/2020
Mr MJ Lekgetha	X	X	X	X	X	X	X
Ms NV Makhari	X	X	X	A	X	X	X
Dr. NB Nthambeleni	X	X	X	X	X	X	X
Prof. JE Crafford	X	X	X	X	X	X	X
Dr. RL Martin	X	X	X	X	X	X	X
Mr. LB Kraziya	NYA	NYA	NYA	NYA	NYA	NYA	X
Mr SB Mampeule	X	X	X	X	X	X	X
Mr BP Thompson	X	X	X	X	X	X	X
Mr MN Mangena	A	A	A	X	X	X	X
Mrs NB Mutheiwana	X	X	X	X	X	X	X
Mr T Telite	X	X	X	X	X	X	X
Dr O van Heerden	X	X	X	X	X	X	X
Mr ME Selomo	X	X	X	X	X	A	X
Dr NS Nethengwe	NYA	NYA	NYA	X	X	X	X
Prof T van der Walt	NYA	NYA	NYA	X	X	X	X
Mr MI Mphaphuli	X	X	X	X	X	X	X
Mr ML Mashilane	X	X	X	X	X	X	X
Mr ND Tshithavhane	X	X	X	X	X	X	X
Mr G Chauke	X	X	X	X	X	X	X
Mr Y Mxaku	X	X	X	X	A	A	X
Mr AD Maphiswana	A	A	A	X	A	A	X
Mr JAM Mogashoa	X	X	X	X	A	A	X
Mr AS Tshifhango	X	X	X	X	X	X	X
Mr CV Gamede	A	X	X	X	X	X	X
Prof. S Mosoetsa	A	A	X	X	A	A	X
Ms F Osman	X	X	X	X	A	A	X
Dr. NR Mbhele	X	X	X	X	X	X	X
Thovhele MPK Tshivhase	X	X	X	X	X	X	X
Adv. EN Lambani (Secretary)	X	X	X	X	X	X	X

Legend: X = Present A = Apology NYA = Not Yet Appointed

In each of the meetings that took place, members of Council were required to declare conflict of interest, if any, and maintenance of the confidentiality of meetings' proceedings to ensure effective governance of proceedings and governance of knowledge management. Further, Council applied the Code of Practices and Conduct and the Code of Ethical Behaviour and Practice in every meeting.

I am confident that the Committees of Council fulfilled their mandated responsibilities satisfactorily. These Committees were composed of individuals with the skills and knowledge to make informed decisions on matters before them. All Committees were chaired by people with the requisite competencies and experience to lead their respective portfolios.

My sincere gratitude goes to the Executive Committee of Council, Committee Chairs, Council Members, Executive Management, Senior Management and staff for a productive 2020.



MR MJ LEKGETHA
CHAIRPERSON OF COUNCIL

Council Statement on Corporate Governance

The Council of the University of Venda operates under the principles of accountability, integrity and openness as expressed in the King IV Report on Corporate Governance. The composition of Council in terms of its sub-committees is designed to meet standard governance requirements and compliance with statutes. Primarily, Council is aware of its responsibilities as required by the Higher Education Act, 1997, Act 101 of 1997 for governing the University as a public entity committed to becoming a centre of excellence in creating future leaders.

The Council consists of persons elected in accordance with the University of Venda Statute of 2017. The ratio of Council members consists of 60% external members and 40% internal members to ensure objectivity as well as stakeholder participation in University governance.

The Committees of Council

For purposes of managing, controlling and executing its duties, Council has the following sub-committees:

- a) Executive Committee of Council (EXCO)
- b) Appeals Committee
- c) Audit and Risk Committee
- d) Finance Committee
- e) Human Resources Committee
- f) Student Affairs Committee.

The Senate deals with academic matters of the University and submit matters to Council for approval or ratification.

These committees meet four (4) times per year prior to Council meetings and submit reports for consideration at each ordinary meeting of Council and makes recommendations to Council.

All Committees of Council are chaired by outside members of Council. Senate is chaired by the Vice-Chancellor and Principal.

Meetings of the Council were held as follows:

- a) 13/02/2020 (Workshop)
- b) 14/02/2020 (Special)
- c) 22/05/2020
- d) 31/07/2020
- e) 27/08/2020 (Special – first meeting)
- f) 27/08/2020 (Special – second meeting)
- g) 26/11/2020

Executive Committee of Council (EXCO)

The Committee has the following responsibilities:

- a) To advise Council on matters of policy
- b) To make decisions on behalf of the Council on matters of an urgent nature if any such decisions be ratified by the Council at its next meeting
- c) To consider and make recommendations to Council on the reports of all Council committees
- d) To advise the Council on any matter which it deems expedient for the effective and efficient management of the University
- e) To perform such other functions as the Council may determine.

Meetings of EXCO were held as follows:

- a) 15/04/2020
- b) 22/04/2020 (Special)
- c) 17/07/2020
- d) 05/11/2020

The Appeals Committee

The Committee shall be responsible for the hearing of appeals of students and staff against the findings and sentence of disciplinary hearings.

Appeal cases were heard on the following date:

a) 22/08/2020

The Audit and Risk Committee

The roles and responsibilities detailed below were not an exhaustive list of the oversight duties of the Committee and may be amended to include other items which fall within the ambit of the Audit and Risk Committee.

External Audit

The Committee will:

- a) Consider liaising with the Auditor General and where appropriate, the appointment and retention of external audit services and deal with matters regarding dismissal and resignation of the external auditors
- b) Nominate the external auditors for appointment
- c) Evaluate the independence, objectivity and effectiveness of the external auditor and consider any non-audit services rendered by such auditors as to whether this will materially impair their independence
- d) Review external auditors' proposed audit scope, approach and audit fees, including coordination of audit effort with internal audit
- e) Approve the contract of non-audit service by external audit
- f) Monitor annually the performance and effectiveness of the external auditors and to make recommendations to the Council concerning their re-appointment, where appropriate
- g) Be informed of any reportable irregularity identified and reported by external auditors
- h) Discuss and review with external auditors before the audit commences, the auditor's engagement letter, with reference to the term's nature and scope of the audit function, the timing and nature of reports and the related audit fee
- i) Negotiate procedures subject to agreement beyond minimum statutory and professional duties. There are certain minimum procedures required from the external auditors which are negotiable
- j) Agree to the timing and nature of reports from the external auditor
- k) Consider any problems identified in the organisation as a "going concern" or statement of internal control

- m) Consider any accounting treatments, significant unusual transactions, or accounting judgements, which could be continuous
- n) Review accounting and auditing concerns identified because of internal and external auditors and satisfy itself that these are being properly followed up
- o) Consider whether any significant ventures, investments or operations are not subject to external audit
- p) In relation to combined assurance, review overall audit role to explore objectives, minimise duplication, discuss implications of new auditing or accounting standards and ensure that external audit fee will sustain a proper audit and provide value for money
- q) Review and recommend the Combined Assurance Framework and Model to Council for approval
- r) Obtain assurance from the external auditor that adequate accounting records are being maintained
- s) Identify key matters identified in management letters requiring follow-up
- t) Monitor the implementation of agreed audit-based recommendations
- u) Ensure that all significant losses have been properly investigated and that the internal and external auditors have been informed.

Risk Management

The Committee will exercise oversight on the activities of the Risk Management Committee and:

- a) Recommend the Enterprise Risk Management Framework and policies to Council for approval
- b) Advise the Council on risk management control activities undertaken by the University Executive Management, with a view to ensuring that the University is managing all forms of risk effectively and adopting best practice in risk management generally.
- c) Review with management and the external auditors the results of the audit, including any difficulties encountered, focusing on, inter alia:
 - (i) Completeness, consistency with information known to Committee members, and whether statements reflect appropriate accounting principles
 - (ii) Reviewing the assurance statement on the annual financial statements from management and Internal Audit
 - (iii) Tax and litigation matters involving uncertainty
 - (iv) Any changes in accounting policies and practices
 - (v) Major judgmental areas

- (vi) Significant adjustments resulting from the audit and the efficiency thereof
- (vii) The basis of going concern determination
- (viii) Funding adequacy
- (ix) Internal control
- (x) Compliance with accounting standards and legal requirements
- (xi) Compliance with financial conditions of loan agreements and
- (xii) Major adjustments processed at year-end.

- d) Approve the Annual Financial Statements for submission to the external auditors
- e) Review other sections of the annual or integrated report and related regulatory filings before release and consider the accuracy and completeness of the information
- f) Review with management and the external auditors all matters required to be communicated to the Committee under generally accepted auditing standards
- g) Understand how management develops interim financial information, and the nature and extent of internal and external auditor involvement
- h) Review interim financial reports with management and the external auditors before filing with regulators and consider whether they are complete and consistent with the information known to committee members.

Internal Audit and Internal Control

Internal Audit

The role of the Committee with regards to Internal Audit will be:

- a) To monitor and supervise the effective function of internal audit, ensuring that roles and functions of external audit and other assurance providers with internal audit are sufficiently clarified and coordinated to provide an objective overview of the operational effectiveness of the University's systems of internal control and reporting
- b) Reviewing significant matters reported by the internal audit function and the adequacy and effectiveness of corrective actions taken in response to significant internal audit findings, including any significant differences of opinion between management and internal audit and monitor the implementation of agreed audit-based recommendations
- c) Ensure that a combined assurance model is applied to provide a coordinated approach to all assurance activities
- d) On a regular basis, meet separately with the Director Internal Audit to discuss any matters that the Committee or Internal Audit believes should be discussed privately

- e) To recommend to Council the appointment and retention. Dismissal or re-assignment of the Director Internal Audit
- f) Reviewing with management and the Director Internal Audit, the charter, activities, staffing, and organisational structure of the internal audit function
- g) To annually evaluate the independence, effectiveness and performance of the internal audit function, and make recommendations to Council concerning the re-appointment of internal auditors, where appropriate
- h) Have final authority to review and approve the annual operational audit plan and three-year strategic Plan, and all major changes to the plan
- i) To review externally appointed internal auditors' engagement letters, with reference to the terms, nature and scope of the function, the timing and nature of reports and the related audit fees
- j) In consultation with the internal audit function, establish an audit charter to guide the internal audit approach
- k) Reviewing and approving the internal audit charter and internal audits conclusions regarding internal control - ensuring appropriate cover of risk areas in the scope of work
- l) Reviewing the objectives and the operations of the internal audit function
- m) Reviewing the internal audit function's compliance with its mandate as approved by the Committee
- n) Ensure there are no unjustified restrictions or limitations, and review and approve the appointment, replacement, or dismissal of the Director Internal Audit
- o) At least once per year, review the performance of the Director Internal Audit and concur with the annual compensation
- p) Review the effectiveness of the internal audit function, including compliance with applicable standards, the adequacy of available internal audit resources, reviewing the co-operation and co-ordination between the internal and external audit functions and other assurance providers
- q) Co-ordinating the formal internal audit work programme with external auditors to avoid duplication of work
- r) Reviewing significant differences of opinion between management and the internal audit function
- s) Review the results of work performed by internal audit relating to financial reporting, risk management and corporate governance.

Internal Control

The role of the Committee with regards to Internal Control will be:

- a) Reviewing the effectiveness of the University's systems of internal control, including internal financial control and business risk management
- b) Reviewing the safeguarding of University's assets against unauthorised use or disposal
- c) Reviewing the controlling of the overall operational and financial reporting environment
- d) Monitoring the maintenance of proper and adequate accounting records
- e) To satisfy itself that satisfactory value for money arrangements are in place to promote economy, efficiently and effectively
- f) Directing and supervising investigations into matters within its scope, Evaluations of the effectiveness of the University's internal control, cases of employee fraud, misconduct or conflict of interest
- g) Assist Council in the discharge of its responsibilities relating to the governance of Information Technology
- h) Obtain the status and advise on fraud cases under investigation
- i) Review the policies for preventing or detecting fraud
- j) Review the operational effectiveness of the policies and procedures.

Ethics

The Committee will assist Council in governing the ethics of the University in a way that assists the establishment of an ethical culture. This will entail:

- a) Monitoring the ethical conduct of the University's Council, its executives, senior officials and academics through submissions made to the Audit Committee
- b) Assess reports on any statements, standards or requirements on business ethical standards
- c) Assess significant cases of employee conflicts of interest, misconduct or fraud, or any other unethical activity by employees or the University

Information Technology Governance

The Committee will:

- a) Assist the Council in carrying out its Information Technology (IT) governance responsibilities and report quarterly to the Council on IT Governance
- b) Ensure that reasonable steps have been taken regarding implementing an IT governance framework

- c) Review, on behalf of Council, IT policies, University IT governance framework and IT internal control frameworks
- d) Perform oversight review of significant IT investments and expenditure
- e) Ensure that IT forms an integral part of the University's risk management process and;
- f) Review independent assurance on the effectiveness of IT internal controls.

Annual Institutional Performance Reporting

The Committee will:

- a) Review the adequacy and effectiveness of the performance management system and reporting which are to ensure accurate and complete reporting
- b) Review the university's compliance with the performance management system and reporting requirements
- c) Evaluate whether the performance reporting and information uses appropriate targets and benchmarks
- d) Assess whether performance management targets reflect the university's purpose and objectives.

Performance Assessment and Other Responsibilities

The Committee will:

- a) Perform other activities related to this charter as requested by Council
- b) Direct and oversee ad-hoc special investigations as mandated or when requested by Council
- c) Review adequacy of the Committee charter annually, requesting Council approval for proposed changes, and ensure appropriate disclosure as may be required by law or regulation
- d) Confirm annually that all responsibilities outlined in this charter have been carried out
- e) Ensure assessment of the Committee's and individual members' performance on a regular basis
- f) Disclose the arrangements in place for combined assurance and the Committee's views on its effectiveness
- g) Ensure the required disclosures are made within the integrated report.

Meetings of the Audit and Risk Committee were held as follows:

- a) 08/04/2020
- b) 26/06/2020
- c) 24/07/2020 (joint meeting with Finance Committee)
- d) 22/09/2020
- e) 23/11/2020 (Special)

Finance Committee

The Committee has the following responsibilities:

- a) To consider matters of Financial Strategy and Policy, Including Procurement and Supply Chain Management, Risk Management and Insurance, as they relate to the operation of the University, in particular the optimum use of available and potential financial resources
- b) To consider and assess all investment opportunities available to the University, in aspect of all funds which the institution administers, and to determine the manner and extent to which funds are to be invested with a view to ensuring both security and optimisation of income
- c) To consider proposals for the raising of loan finance to fund capital development projects, including the acquisition of equipment, and to make recommendations to Council
- d) To receive and consider budget proposals from the Executive and to recommend to Council the annual operating and capital budgets
- e) To approve the level of tuition fees and residential fees payable by students
- f) To make recommendations to Council on the policies governing the levels of these fees
- g) To oversee processes followed by management on appointment of the University Bankers, Investment Managers and Financial Advisers
- h) To approve the classification of specific debts as Irrecoverable
- i) To monitor the insurance arranged to cover the University's property and liabilities
- j) To monitor the progress on infrastructure
- k) To consider annual salary adjustments of staff as recommended by the Human Resource (HR) Committee for submission to Council for final approval.

Meetings of the Finance Committee were held as follows:

- a) 07/04/2020
- b) 24/06/2020
- c) 24/07/2020 (joint meeting with Audit and Risk Committee)
- d) 16/09/2020
- e) 19/11/2020 (Special)

Human Resources Committee

Main Areas of Responsibility

The HR Committee plays an oversight and advisory role acting in accordance with the powers determined by the Council and further assist it to deliver on its fiduciary mandate. The duties and responsibilities of the HR Committee include the following:

- a) To advise the council on any matter which it deems expedient for the effective and efficient human resources management of the university
- b) To recommend to council on the delegation of authority to line managers within the university
- c) To recommend to council on all new and revised HR policies
- d) To monitor and evaluate the implementation of council approved HR policies.

Oversight of Human Resource Practices

- a) Review the end-to-end annual talent strategy and plan, workforce plan, goals and objectives, and progress report indicators and report to the Council on potential risks or gaps in resources
- b) Annually review the Organisational Structure and Management Succession Plan
- c) Review the Labour Relations Strategy and provide recommendations to the Council for approval of collective bargaining mandates
- d) Review the diversity and inclusion plan and goals of the University
- e) Receive and review the annual report on health and safety matters, and any periodic reports that may be referred to it

Oversight of Executive Management Compensation, Performance Assessment and Succession Planning

- a) Determine and agree with the Council on the framework or broad policy for the remuneration of the University's Vice-Chancellor, and other members of the Executive Management as it is designated to consider. The remuneration of advisory and non-executive Council members is determined by the Council by reference to the National Treasury in terms of its guidelines
- b) In determining such policy, the committee will consider factors which it deems necessary. The objective of such policy shall be to ensure that members of the executive management of the university are provided with appropriate remuneration and rewards to encourage enhanced performance and are, in a fair and responsible manner, rewarded for their individual and team contributions to the successful achievement of the university's mandate

- d) Within the terms of the agreed policy, determine the scope of the remuneration packages of the Executive, including, where appropriate, bonuses and incentive payments. Nominated external members of the Human Resources with representatives from the Finance Committees will constitute the Executive Management Remuneration Committee (EMRC) as a substructure of the Human Resources Committee. The EMRC will be assisted by the Vice-Chancellor and the Director Human Resources as resource persons
- e) Determine the policy for and scope of pension arrangements, service agreements for the executive management team, termination payments and compensation commitments, giving due regard to the principles of good corporate governance
- f) Be involved in and ensure a proper system of succession planning for the Vice-Chancellor and top management, and monitor succession planning, skills development and employment equity in the rest of the university
- g) Take note of appointments to key positions within the university and where necessary confirm appointments to executive positions
- h) Recommending the appointment of executive management, and approving the terms and conditions of their appointment and termination / retirement
- i) Overseeing the selection of any benchmark group used in determining compensation, or any element of compensation, and reviewing disclosure on such group
- j) Overseeing the identification and management of risks associated with the university's compensation policies and practices and, reviewing disclosure on the role of the Human Resources Committee in that respect, the identification of the risks, and the mitigating practices
- k) Reviewing the development of new or revised salary structures and incentive plans, and making recommendations to the Council for approval
- l) Oversee any major changes in employee benefit structures throughout the university. Make recommendations to Council in general salary increases and mandates for negotiations with trade unions and other stakeholders (recognised structures) and review and assess any ad hoc remuneration matters
- m) Assist the Council in determining targets for any performance related schemes that may be introduced by the university.

Compliance with Legislation

- a) Ensure that the requirements of the constitution of the country, Basic Conditions of Employment Act (BCEA), Occupational Health and Safety Act (OHSA,) Labour Relations Act, Employment Equity Act, Skills Development Act and other pertinent / relevant legislation are fulfilled
- b) Provide general oversight of policies and processes that ensure the University's compliance with occupational and environmental health and safety legislation, relevant regulations, standards and codes of practice.

Other

c) Oversee the general organisational climate and deal with any matters formally delegated by the Council to the Committee from time to time.

Meetings of the HR Committee were held as follows:

- a) 06/03/2020
- b) 19/06/2020
- c) 09/10/2020

The Committee has the following responsibilities that are contained in the Terms of Reference and among others to recommend to Council on Human Resources policy matters.

To recommend, including but not limited to:

- (i) The recruitment and appointment of employees
- (ii) The training and development of employees
- (iii) The applicable job evaluation system
- (iv) The performance management of employees

Student Affairs Committee

The Committee has the following responsibilities:

- a) To serve as a high-level platform to discuss strategic issues relating to student experiences, policies, services and initiatives (programmes and projects) that have been or being developed and implemented to serve and support students
- b) To be responsible for the enhancement of the social, educational, religious, cultural, health and sporting aspects of students' life
- c) To determine and review entitlements of the student leadership
- d) To develop and/or review policies, rules and regulations governing student matters including residences and their management
- e) To be responsible for the conduct of student governance, including consideration of the SRC's annual programme of action and to recommend same to Council
- f) To review the Student Affairs organisational structure and make recommendation to the Human Resources Committee
- g) To consider recommendations on the review of the SRC Constitution and other policy documents and make recommendations to Council.

Meetings of the Student Affairs Committee were held as follows:

- a) 13/03/2020
- b) 12/06/2020
- c) 11/09/2020

SENATE

The Senate advises Council on all academic activities, enabling it to control and manage all activities of the University.

Statement on conflict management and code of ethics

The University has a Grievance Procedure Manual, which facilitates conflict resolution, amongst members of staff. The Code of Conduct and Code of Ethics that are Council approved documents also facilitate good working relationships amongst staff members.

The University relates to staff on such matters through their staff structures in their various categories - academic staff representatives, administrative staff representatives, and service staff representatives.

Statement on Staff and Student Participation (Co-operative Governance)

The staff of the university and students are represented on the Senate through the Chairpersons of the different Committees and School Councils respectively. Students have SRC cabinet which interacts with Management on a regular basis. The SRC cabinet is represented on the Council, the Student Affairs Committee, and other academic and administrative structures. Students also participate in the Institutional Forum and have regular and special meetings with Executive Management. Workers participate in statutory and non-statutory committees, such as the Institutional Forum, Senate, and Council and some of the Council committees through their representatives. Participation of students and workers in the business of the University in 2020 was satisfactory.

Meetings of Senate were held as follows:

- a) 16/03/2020 (Special)
- b) 27/05/2020
- c) 12/08/2020
- d) 21/10/2020
- e) 30/10/2020 (Special)



MR MJ LEKGETHA
CHAIRPERSON OF COUNCIL

Council Statement on Sustainability

The year 2020 showed strong co-governance between the University Management and the students. One of the most important oversight roles of the Council in any university is the financial sustainability of the institution. From a financial point of view, management ensured that the financial well-being of the University was uppermost in their minds. Through prudent financial management planning, the University ensured that critical infrastructure, academic projects and maintenance of existing assets were not compromised.

Through the realignment of portfolios, management has re-emphasised the need to focus on the generation of third-stream income. This source of income is becoming more critical in ensuring the longer-term sustainability of the University. Council is assured that it has adequately exercised its oversight and governance roles on the management of the University of Venda in 2020. This is a result of Council putting in place mechanisms that ensured effective implementation of its tasks and execution of key objectives for 2020 – which were:

- Conversion to a comprehensive university
- Quality of teaching and learning
- Research and Innovation
- Integration of community engagement initiatives
- Financial Sustainability
- Integrated People Management
- Linkages, partnerships and internationalisation
- Enhancing the quality of student life.

A complete report on the University of Venda's performance against each of these objectives is presented in the Vice-Chancellor's Performance Report in the successive paragraphs. Council is appreciative of the hard work and commitment to the effective implementation of University' Strategic Plan by all stakeholders. It is through focused commitment that the University would remain on track towards realising its objectives. The Committees of Council were constituted consistent with requirements of relevant national legislation and they fulfilled their delegated functions. This statement presents an account of Council's responsibilities in discharging its duties in terms of governance for the period 2020.

Quality infrastructure supportive of optimal learning environment remains a major challenge due to the ever-increasing number of students which is not unique for UNIVEN but for higher education in general. I am encouraged that the University will meet the demand due to positive interest from the private sector and government to meet the University's infrastructure needs.

The University Management has exercised sufficient control over funds received from subsidy – which remains our largest source of income – student fees and third-stream income. The Consolidated Financial Statement of activities presented in accordance with generally accepted accounting principles with clear recognition of revenue earned and expenses incurred is included in this report. Overall, I am convinced that the funds have been used in the interest of the University to the best extent possible.



MR MJ LEKGETHA
CHAIRPERSON OF COUNCIL

Vice-Chancellor's Report on Management and Administration

Renewed Institutional Strategy, Operating Model and Organisational Structure

Strategy Overview

The year 2020 marked the last year of the implementation of the Strategic Plan 2016-2020, and the related actual achievements against the 2020 annual targets are dealt with under Performance Assessment Report section. In terms of the Regulations for Reporting by Public Higher Education Institution, the university is required to develop and submit to the DHET, a Council approved Strategic Plan for every five years. Accordingly, the University of Venda has during the period under review embarked on a finalisation of the new Strategic Plan 2021-2025, which was later approved by Council and submitted to DHET. The 2021 academic year will mark the first year of the implementation of this new Strategic Plan, which is essentially a blueprint that presents our new vision and identifies the institutional strategic focus areas (or Strategic Thrusts), together with strategic objectives that as the University we aspire to achieve by 2025. Achievements of the Administrative Structures Regarding Personnel and Systems

The Human Resource Service Delivery Model

The University Council approved the HR strategy that supports the institutional strategy. This brought about a change in HR service delivery model from transactional HR to Strategic Business Partnering model. This operating model was rolled out in the year 2020.

Performance Management

The University of Venda implemented performance management system using the internally developed Automated Performance Management System (APMS) in 2020. The system was developed internally by the Information and Communication Technology (ICT) Department. A series of workshops were conducted for all staff members to familiarise them with the APMS and generally on developing a performance contract and assessment process. The performance management process started during the challenging times where South Africa and the world are faced with the COVID-19 pandemic. The University managed to conclude the 2020 academic year successfully and the performance of staff was properly evaluated using the APMS.

Policy Development

Two new policies (The policy on Remote Working and policy on Managing Human Resources During Disaster) and 4 reviewed policies (Policy on Performance Management, Policy on Termination of Services, Policy on Leave and Policy on Remuneration) were approved by Council at its meeting held on 26 November 2020.

Remuneration

The University Council approved the inclusion of a 55% pensionable salary option (in addition to the 65% and the 75%) in response to the staff request. The implementation of 55% pensionable option was completed in March 2021. A total number of 327 staff members changed to this option.

Learning and Development

The University received R1 000 000 as part of the Education, Training and Development Practices Sector Education and Training Authority (ETDP SETA) discretionary grant to conduct skills programmes. The Memorandum of Understanding (MoU) between the University and the ETDP SETA was signed. A total of 14 Middle Managers completed the first phase of the Post Graduate Certificate in Entrepreneurial Management and Leadership within Higher Education offered in-house.

We attracted R10,5m in student bursaries from the ETDP SETA as part of the discretionary grant. The funds are being managed and administered by Universities South Africa (USAf). As at 9 December 2020, a total of 505 UNIVEN students were allocated bursaries comprised of 318 first year students, 87 returning students and 100 postgraduate students.

Change Management

The University Strategic Plan 2021-2025 was approved by the University Council. In preparation for the roll-out of the strategy a change management intervention was implemented. The change management process spearheaded by HR Department, Communications and Marketing, Institutional Planning and Quality Assurance (IPQA) and Information and Communication Technology (ICT) developed a plan to assist with the implementation of the strategy. A staff survey was administered which indicated that there is a dire need to strengthen open communication between executive management and staff members. The change management team developed communications of the strategy and the detailed exposition of the four strategic thrusts that underpins the strategy. The purpose was to ensure the crystallisation of the strategy to the university community, and to create better understanding. The communiques were translated in three languages (English, Tshivenda and Xitsonga) to accommodate all staff.

Employee Health and Wellness

During the period under review the following educational interventions were conducted through the Employee Health and Wellness unit. The table below indicates the different types of interventions:

Invention	No. Reached
Wellness management group workshops	496
Wellness management individual sessions	117
COVID 19 support	
Educational sessions	229
Individual COVID-19 Screeners Mental Health Support	25
Individual Support for staff	81

Occupational Health and Safety

Section 9 of the Occupational Health and Safety (OHS) Facilities Regulations, 1988 stipulates that “Every employer shall maintain all rooms and facilities which are prescribed or provided for in terms of the provisions of these regulations, in a clean, hygienic, safe, whole and leak-free condition, and in a good state of repair.”

The OHS committee meets quarterly to review progress and plan activities for the following quarter. Workplace inspections take place monthly to ensure a safe and healthy workplace. All the contractors are monitored regularly to ensure that they comply with the OHSA 1988 as amended. Some of the achievements in the year under review are:

- A total of 112 Assembly points signages were installed around the campus
- First aid kits have been installed in all the buildings around the campus and portable ones distributed amongst trained First Aiders
- Fire equipment’s (DCPs, Hose reels and hydrants) around campus have been serviced as required and due for service in January 2022
- The compliance Acts (OHS, Employment Equity {EE} and BCEA), have been installed and displayed in all the buildings around the campus
- The OHS Risk assessment development for the Life Science Laboratory.

Increase in UNIVEN National Research Foundation Rated Researchers

Four (4) UNIVEN academic staff members became National Research Foundation (NRF) rated researchers within the C-rated and Y-rated researchers' categories. Two (2) were renewed NRF rated researchers. UNIVEN had submitted 11 applications of which six (6) were successful. The new 2020 NRF rated researchers were:

- Prof Ademola O. Jegede, School of Law, obtained a C2 rating
- Dr Nikita Tawanda Tavengwa, School of Mathematical and Natural Sciences, got a Y2 rating
- Dr Joshua Edokpayi, School of Environmental Sciences, had a Y2 rating; and
- Dr Emma Charlene Lubaale, School of Law, obtained a Y2 rating.

The renewed cases with upgrades of NRF rating were:

- Prof Muganda Ochara, School of Management Sciences moved from C3 to C2; and
- Dr Isaac Ndlovu, School of Human and Social Sciences who moved from Y3 to C3.

With the additional four colleagues becoming NRF rated, this brought the number of NRF rated researchers at UNIVEN to 29. Table A gives the names and categories of our current NRF rated researchers at UNIVEN with areas of specialisation. The University had one B3; four C1; eight C2; ten C3; and six Y2 rated researchers. From 2013 to 2020, UNIVEN lost over ten NRF rated researchers to other institutions. In the previous years, the University had also lost a sizable number of rated researchers due to retirements, contracts coming to an end, or gaining employment elsewhere.

Table A: UNIVERSITY OF VENDA NRF RATED RESEARCHERS, 2020

No	Title	Surname	Initials	Rating	Rating Category	Research Specialisation
1	Prof	Tailor	PJ	B3	Internationally acclaimed Researcher	Mammalogy, Ecology, Systematics
2	Prof	Moodley	YM	C1	Established Researcher	Molecular ecology, Evolutionary genetics, Phylogeography, Microbial evolution, Genomics, Population genetics, Bioinformatics
3	Prof	Bessong	PO	C1	Established Researcher	HIV – Drug resistance, HIV genetic diversity, HIV molecular genetics, HIV and AIDS global health, Opportunistic infections, HIV/AIDS, Global Health

No	Title	Surname	Initials	Rating	Rating Category	Research Specialisation
4	Dr	Lee	S	C1	Established Researcher	Phonetics and Phonology African languages, Phonology Tsonga language, Phonetics and Phonology Acoustic phonetics Intonation (Phonetics) Language and languages, Phonology Tsonga language, Syntax Bantu, Linguistics & Language documentation, Descriptive linguistics
5	Senior Prof	Ekosse	GE	C1	Established Researcher	Chemistry of clay minerals, Clay minerals, Applied, Environmental geology, Environmental health, Extraction metallurgy, Soil mineralogy, Environmental geochemistry
6	Dr	Ndogmo	J	C2	Established Researcher	Lie groups, Differential equations, Mathematical finance
7	Prof	Samie	A	C2	Established Researcher	Molecular parasitology and water related parasitology, Childhood diarrhoea and malnutrition, Immunomodulatory effects of medicinal plants, Opportunistic infections in HIV and AIDS, Infectious diseases, Opportunistic infections, HIV and AIDS - Research, Candida and HIV, Parasites
8	Prof	Foord	SH	C2	Established Researcher	Invertebrate diversity, Spider systematics, Spider Ecology
9	Prof	Jideani	AIO	C2	Established Researcher	Food Sciences, Cereal science, Starch chemistry, Food and Nutrition, Protein chemistry, Food chemistry, Food microbiology, Medical microbiology
10	Prof	Shonhai	A	C2	Established Researcher	Cell stress and chaperones, Intermolecular interactions, Nanotechnology, Infectious diseases, Malaria - cell biology
11	Prof	Potgieter	N	C2	Established Researcher	Drinking water, Infectious diseases, Environmental health
12	Prof	Ochara	M	C2	Established Researcher	Digital Transformation (e.g. Open Government, e-Government, and eCommerce), Inter-Organisational Information Systems; ICT Strategy & Infrastructure Development; and Business Intelligence & Analytics
13	Prof	Jegade	AO	C2	Established Researcher	International Human Rights Law; Climate Change

No	Title	Surname	Initials	Rating	Rating Category	Research Specialisation
14	Prof	Gwata	ET	C3	Established Researcher	Plant breeding, Plant breeding (Genetics)
15	Prof	Maputle	S	C3	Established Researcher	Maternal health, Child health, Sexual and reproductive health
16	Prof	Mapaya	G	C3	Established Researcher	African music
17	Prof	Gitari	WM	C3	Established Researcher	Natural water and environmental chemistry, Water and effluent management, Environmental geochemistry, Environmental remediation, Environmental pollution, Environmental analytical Chemistry, Environmental pollution monitoring, Phytoremediation, Acid mine drainage remediation, Abandoned mines
18	Prof	Babalola	S	C3	Established Researcher	Entrepreneurial behaviour, Work ethic, Industrial and organisational psychology, Women and gender studies, Organisational behaviour, Attitudes and beliefs, Organisational commitment, Health behaviour
19	Prof	Makgopa	MA	C3	Established Researcher	African languages - Linguistics
20	Prof	Shateyi	S	C3	Established Researcher	Fluid mechanics, Non-Newtonian fluid mechanics, Fluid mechanics thermodynamics energy systems, Computational Mathematics, Numerical Methods/Analysis
21	Prof	Chari	T	C3	Established Researcher	Political communication, Media representation, Media ethics, Digital media, Music Theory, Popular culture & Journalism practice
22	Dr	Sigauke	C	C3	Established Researcher	Probabilistic electricity demand forecasting and solar energy modelling and environmental systems
23	Dr	Ndlovu	I	C3	Established Researcher	Prison narratives, Language and Literature
24	Dr	Mwale	M	Y2	Promising young Researcher	Animal production, Animal nutrition, Animal health, Household food security
25	Dr	Diko Makia	LB	Y2	Promising young Researcher	Applied Clay Mineralogy, Environmental, Geology, Medical Geology, Geochemistry
26	Dr	Swanepoel	LH	Y2	Promising young Researcher	Wildlife management, Wildlife population estimation, Wildlife ecology, Wildlife modelling, Wildlife conservation & Agroecology

No	Title	Surname	Initials	Rating	Rating Category	Research Specialisation
27	Dr	Lubaale	EC	Y2	Promising young Researcher	International Law, Criminal Law; Constitutional Law
28	Dr	Tavengwa	TN	Y2	Promising young Researcher	Chemical Sciences; Physical Sciences
29	Dr	Edokpayi	JN	Y2	Promising young Researcher	Environmental Sciences; Chemical Sciences; Water Resources; Environmental Engineering

Communications and Marketing

COVID-19 forced global economy into reverse gear. Despite these challenges, Communications and Marketing Department continued to communicate messages across all University stakeholders. Circulars and Messages from DHET and UNIVEN Transversal Committee regarding updates on how staff and students should intensify the fight against COVID-19 and always protect themselves from this virus were frequently communicated. The University Community was frequently reminded to use appropriate protective equipment, always observe social distancing, sanitize, and wash hands regularly to limit the risk of infection and spread of COVID-19 pandemic. Above all, Communications and Marketing Department continued to provide media coverage during events that took place online during the year under review. All Vice-Chancellor and Principal's stakeholder engagements regarding Strategic Plan 2021-2025 were organised online. Prospective students were recruited online using the available social media platforms. The University's radio station (UNIVEN FM) continued to operate even during COVID-19 National lockdown. The University website was used as a strategic marketing tool. The University achievements were shared with both internal and external stakeholders through multiple media platforms including the University Newsletter.

SOUTH AFRICAN PARTNERSHIPS AND LINKAGES

GladAfrica Foundation and University of Venda launched a partnership to research epilepsy in Limpopo and Mpumalanga

On Wednesday, 12 February 2020, UNIVEN signed a MoU with GladAfrica Foundation. This partnership was signed to benefit the people of Limpopo and Mpumalanga provinces by conducting research in communities within these provinces. This is a four-year partnership intended to conduct research on the effects of epilepsy with the aim of developing an intervention programme for the affected communities of Limpopo and Mpumalanga. This initiative has been endorsed and is supported by Epilepsy South Africa and in line with the GladAfrica Foundation's social investment programme of action which seeks to, among others, empower previously disadvantaged communities by providing them with information and tools that can improve the quality of their lives.

Internationalisation

UNIVEN participates in USA-SA HE Network strategic workshop at UP. The US-SA Higher Education Network (US-SA HEN) was established to provide a vehicle for encouraging exchange and interaction between higher education institutions in South Africa and the United States. The Department of Higher Education and Training (DHET)'s University Capacity Development Programme (UCDP) US-SA Higher Education Network is an ongoing initiative in response to the needs in the South African higher education community (and in the world). The initiative advances strategies to facilitate growth of doctoral candidates in South Africa and creates exchange opportunities for faculty, staff and students in the collaborating institutions and other institutions in both USA and SA.

UNIVEN Strengthened its Relationship with UNESCO

On the 24th February 2020, the Vice-Chancellor and Principal of the University of Venda, Dr Bernard Nthambeleni had a very productive engagement with the Secretary General of the South African National Commission for United Nations Educational, Scientific and Cultural Organization (UNESCO), Mr Carlton Lufuno Mukwevho at UNESCO office in Pretoria. The meeting was primarily intended to strengthen collaboration between UNIVEN and UNESCO.

ELEPHANT project to empower South African research

UNIVEN is one of the partners in the Erasmus+ ELEPHANT project of which the Kick-Off meeting took place from 11-13 February 2020 at the "Future Africa" Conference Centre of the University of Pretoria. It included the formal appointment of the Steering Committee under the chairmanship of Prof Victor PMG Rutten of the Faculty of Veterinary Medicine, Utrecht University, Netherlands. The project funded to the tune of €1 million, commenced on 15 January 2020 and is scheduled to end on 14 January 2023.

International Symposium "Informal Market from Pre-Banking to Bitcoins"

The President of the International Student Association of South Africa (ISASA), Ishmael Iwara represented the University of Venda in Sweden as a student delegate. Owing to his academic quest for knowledge in the field of economics, he was invited to participate at the International Symposium "Informal Market from Pre-Banking to Bitcoins" held in 2020 at Umea University. He presented (alongside his team) a documentary "Who Runs the World?!" at the opening of the event. The documentary is an output of research activity in selected rural villages of South Africa about women and informal financial systems. The essence of the research initiative was to understand the role of informal financial systems on rural livelihoods such that it can be used to mitigate, income inequality, joblessness and poverty.

SASUF Delegates Visit UNIVEN

The South Africa – Sweden University Forum (SASUF) is a strategic internationalisation project between 37 universities in South Africa and Sweden. The purpose of the project was to strengthen ties between both countries and to collaborate in working towards the UN Sustainable Development Goals. The collaborative approved project focused on “Capacity building to improve maternal and child health in South Africa and Sweden, with particular focus on pregnancy outcomes in women with anaemia in rural areas of Vhembe District, South Africa”. The project is a collaboration between South Africa (University of Venda and University of Limpopo) and Sweden (Karolinska Institutet, Uppsala Universitet, Göteborg University).

Conferences, Symposia and Other Significant Events

UNIVEN hosted a workshop to improve database of Southern African Languages. Language is important in every aspect of our lives because it allows people to communicate in a manner that enables the sharing of common ideas. Likewise, UNIVEN is the only institution that teaches more languages than any other South African university. To reinforce these facts, the UNIVEN’s School of Human and Social Sciences’ MER Mathivha Centre for African Languages, Arts and Culture had organised a Linguistic workshop. This workshop took place from Monday, 02 to Friday, 13 March 2020 at the University’s Art Gallery. The workshop focused on syntactic microvariation of six (6) Southern African Languages, five of which are taught at UNIVEN. During the two-week period, 142 syntactic parameters were documented by a collaboration between members of the MER Mathivha Centre for African Languages, Arts and Culture and a team of researchers from Japan, United Kingdom (UK), and Bloemfontein. UNIVEN partnered with UNIDO, GEF and Department of Environmental Affairs to empower Limpopo youth.

From 13-16 March 2020, UNIVEN, in partnership with United Nations Industrial Development Organisation (UNIDO); Department of Environmental Affairs and Global Environment Facility (GEF) held a workshop that aimed at training fifty (50) young men and women from communities of Waterberg, Vhembe, Capricorn, Mopani and Sekhukhune districts of Limpopo Province. The workshop was held at Makgoba Community Hall, in Polokwane, Limpopo province. The training included theory behind biogas digesters, designs of biogas digesters and practical skills on how to construct and install household biogas plants. The training also covered all aspects on maintenance of the biogas digesters, the use of biogas, proper handling, and usage of effluent, health and safety concerns inclusive of methane leakage, the necessary measures needed to identify and resolve problems. In addition to community training, the project seeks to carry out a short awareness training workshop directed towards officials from local private and public sectors.

UNIVEN held first ever virtual SRC Inauguration Ceremony

On Thursday, 09 July 2020, UNIVEN held its Inauguration Ceremony of 2019/2020 SRC Cabinet members. This historic occasion was held virtually through Microsoft Teams and was also live on various University social media platforms.

UNIVEN Enactus emerges third place during National Virtual Support Competition

UNIVEN Enactus, a student community engagement organisation which empowers community members to improve their livelihoods through entrepreneurial action has emerged position three (03) out of sixteen (16) participating Universities during the National Virtual Support Competition. This virtual competition was live streamed on several social media platforms from 15 – 16 July 2020.



UNIVEN Students were amongst winners of 2020 Huawei ICT Competition

On Thursday, 03 September 2020, Huawei ICT Academy hosted the annual National ICT competition via Zoom. South African students from twenty-five (25) Universities and Colleges participated in the 2020 Huawei ICT Competition. Some of the UNIVEN Students participated received the excellent 2020 Huawei ICT Academy award.



The UNIVEN winners, Thendo Marakate and Klaas Maake won a Huawei P40 Pro and a Huawei Y9 respectively. The two also received each a certificate and a trophy. Another student, Kudakwashe Madzima successfully made UNIVEN to be announced as the Excellent Academy winner. Madzima also won an award as an Excellent Instructor, a P40 Pro, a certificate and a trophy. Thendo Marakate received second prize on the network track nationally will proceed to the regional final to compete with other African countries.

UNIVEN students continued to shine at the Intervarsity Competitions

UNIVEN students participated in the regional rounds of Intervarsity Competitions with universities of Limpopo and Mpumalanga. These competitions took place online from 03 to 06 August 2020. During these competitions, UNIVEN emerged position one (1) on two (2) out of the four (4) categories. Details about results of students who emerged position one (1) were as follows:








Norah Clarke



EDHE ENTREPRENEURSHIP INTERVARSITY

CATEGORY 2:
EXISTING BUSINESS
TECH
REGIONAL ROUNDS





Winner of the Existing Business Tech Category

Nelwamondo Ndamulelo

Belutics

UNIVEN



UNIVEN Post-Doctoral Research Fellow received special recognitions at national and international levels

Dr Pfananani Ramulifho, a Post-Doctoral Research Fellow of the UNIVEN Biological Conservation Lab under supervision of Professor Stefan Foord was selected for inclusion in the Mail & Guardian list of top 200 Young South African academics for the year 2020. This list is announced annually to celebrate highly talented young people across different sectors. Dr Ramulifho had been listed in the Environment category for his achievement of PhD (Zoology) qualification, research communication of his five (5) peer-reviewed manuscripts publication and community involvement through his registered non-profit organisation called Ramulifho Foundation. Dr Ramulifho visits more than 30 local schools doing environmental, aviation (aeronautics) and career awareness.

Dr Ntakadzeni Edwin Madala received a prestigious Iso Lomso Fellowship

Dr Ntakadzeni Edwin Madala, a Senior Lecturer who is attached to UNIVEN Department of Biochemistry was awarded a prestigious Iso Lomso Fellowship. The fellowship is awarded annually to distinguished mid-career African Scholars for their research achievements. As testimony to his versatile portfolio of skills, he trained students majoring in various sub-disciplines related to Biochemistry such as Food Science, Biotechnology and Analytical Chemistry. So far, he has published over 60 research papers and book chapters, accumulating a google scholar h factor of 19.

Infrastructure Development

The Infrastructure Development is being executed through Facilities Management Department funded through the DHET Infrastructure and Efficiency Grant (IEG) and from the University's own funds. Infrastructure development consists of the following three major areas:

1. Student Housing Development
2. Teaching and Learning Facilities
3. Infrastructure Maintenance Projects.

The table below illustrates the 2020 achievement and progress in relation to the infrastructure projects.

Key performance area 1: Student Housing						
Key performance indicators		Target 2020	Actual performance	Reason for under-achievement	Impact of under-achievement	Planned improvements/corrective actions
1	DBSA Female, Male, DHET Male, and Female: To increase number of student beds on campus by completing Male 310 beds and Female 324 beds Student Residences. DBSA funded 1800 beds	2434	1540	Project is delayed due to late securing of funding to complete the male student residence 894 beds	Impact on June 2021 intake on student accommodation	A team of Professionals and Contractors was appointed to complete DBSA funded Male Student Residences (894)
Key performance area 2: Teaching and Learning Infrastructure Projects						
Key performance indicators		Target 2020	Actual performance	Reason for under-achievement	Impact of under-achievement	Planned improvements/corrective actions
1	Completion of Teachers Education Building: To increase Capacity (Lecture Theaters, Classroom and Laboratories for conducive teaching and learning environment.	100%	100%	Not applicable	Not applicable	Not applicable
2	Completion of Health Sciences Building: To increase capacity (Lecture Theaters, classroom and laboratories for conducive teaching and learning environment.	100%	65%	The contractor completed 50% of the work and other structural components are in progress	Impact on increasing teaching and learning infrastructure capacity for 2022 intake	Project Manager and cost controller were appointed
3	Completion of Agriculture Renewal Project Building: To increase Capacity for research purposes.	100%	100%	Not applicable	Not applicable	Not applicable
4	Construction of African Languages Building: To increase capacity of Lecture Theaters, classroom and laboratories for conducive teaching and learning environment.	100%	98%	The project reached practical completion stage and the contractor is finalizing the snag list for inspections.	Impact on increasing teaching and learning infrastructure capacity for 2021 intake	Not applicable
5	Water Pipeline Upgrade: Increased water supply for conducive teaching and learning environment.	100%	100%	Not applicable	Not applicable	Not applicable

Key performance area 2: Teaching and Learning Infrastructure Projects

Key performance indicators	Target 2020	Actual performance	Reason for under-achievement	Impact of under-achievement	Planned improvements/corrective actions
6 Refurbishment of existing Internal roads and construction of new roads: To improve roads conditions within campus.	100%	100%	Not applicable	Not applicable	Not applicable
7 Sewer pipeline upgrade: To increase capacity of sewer line system to accommodate new infrastructure development.	100%	5%	The project designs completed and in procurement stage for the appointment of the contractor	Non-compliance to the environmental act due to overflow of the sewerage system	Appointment of the contractor to start with the project has commenced

Key performance area 3: Infrastructure Maintenance: Refurbishment of Different Buildings on and off-campus

Key performance indicators	Target 2020	Actual performance	Reason for under-achievement	Impact of under-achievement	Planned improvements/corrective actions
1 Upgrade cafeteria Equipment	100%	100%	Not applicable	Not applicable	Not applicable
2 Refurbishment of Facilities Management Offices	100%	100%	Not applicable	Not applicable	Not applicable
3 Physiotherapy and Biokinetic	100%	100%	Not applicable	Not applicable	Not applicable
4 ERF D196, Unit D Thohoyandou	100%	100%	Not applicable	Not applicable	Not applicable
5 Refurbishment of A-Block Theatres	100%	100%	Not applicable	Not applicable	Not applicable
6 Refurbishment of Health Sciences and Geography	100%	100%	Not applicable	Not applicable	Not applicable
7 Refurbishment of D-Block Air-conditioning	100%	100%	Not applicable	Not applicable	Not applicable

8	Refurbishment of Art Gallery	100%	100%	Not applicable	Not applicable	Not applicable
9	Fire Fighting Equipment	100%	100%	Not applicable	Not applicable	Not applicable
10	Riverside Student Residence	100%	100%	Not applicable	Not applicable	Not applicable
11	Vuwani Science Resource Centre	100%	100%	Not applicable	Not applicable	Not applicable
12	Human and Social Sciences Building	100%	0%	Project defects and inefficiencies were attended to in consultation with DHET appointed MIF Team	Conducive teaching and learning in 2020 to 2021	All internal processes were successfully completed and procurement process for appointment of a new contractor commenced
13	Replacement UPS batteries	100%	50%	Delays experienced in procurement process	There is unavailability of the backup system during the electricity load shedding which has impact to the University's operations	Procurement and installation of UPS batteries has commenced
14	Replacement of asbestos roofing: Bernard Ncube Student Residence	100%	0%	Delays experienced in procurement process	Impact on conducive students living	The project was ready to be advertised after all internal processes were completed
15	Replacement of asbestos roofing: Carousel Student Residence	100%	35%	Delays experienced in procurement process	Impact on conducive students living	The project progress is being fast tracked through procurement of all lead materials.
16	Upgrading & Conversion of Kitchens: Mango Grove, Bernard Ncube, Carousel, F-3, F-4, Lost City Student residences	100%	30%	Delays experienced in procurement process	Impact on conducive student living	The project progress is being fast tracked through procurement of all lead materials.
17	Replacement of asbestos roof Mango Grove Student Residence	100%	0%	Delays experienced in procurement process	Impact on conducive students living	The project was advertised at the end of 2020
18	F3 and F4 Student residences refurbishment of ablution facilities	100%	60%	Delays experienced in procurement process	Impact on conducive students living	The project is now progressing satisfactory
19	Perimeter fencing of campus	100%	0%	The project is on procurement stage for the appointment of the contractor	Impact on University safety 2020 to 2021	The University is fast tracking appointment of the service provider
20	Refurbishment of Mathematical and Natural Sciences Building	100%	100%	Not applicable	Not applicable	Not applicable

PROTECTION SERVICES

Facial Recognition and CCTV Project

On 09 December 2020, a security surveillance company Mint Inland, handed over the facial recognition and closed-circuit television (CCTV) project. This security enhancement project is aimed at improving access control, safety and extension of CCTV surveillance around the campus. The project commenced in 2019, and due to the impact of COVID-19 pandemic there was a six (6) months delay to completion. The facial recognition system was installed at the following access points:

- University Main Gate
- Maungani Gate
- Student Residences
- Library
- Swimming Pool
- Main Administration Building

Furthermore, a total of 230-night vision CCTV cameras were installed around the campus.

Installation of ten (10) HIKVISION high-end Temperature Screening Thermal Solution.

In August 2020, UNIVEN Protection Services installed ten (10) temperature screening thermal solution to assist in the screening and early detection of COVID-19 cases. The system is more reliable than the hand handled temperature scanners which detects elevated skin-surface temperature with accuracy of up to $\pm 3^{\circ}\text{C}$. The system has the following advantages:

- Simultaneous multi-person detection
- Non-contact measurement to avoid physical contact
- Immediately alarming to notify operators
- Thermal detection to reduce false alarm from other heat sources.

CRIME PREVENTION INITIATIVES

Protection Services launched a Whistle Defence Campaign

On 29 November 2020, UNIVEN Protection Services in conjunction with the SRC, Thohoyandou South African Police Services (SAPS), and the Community Policing Forums of Maungani, Ngovhela and Golgotha launched a whistle Defence campaign. This was in response to a series of violent crimes perpetrated against students in the non-accredited residences. The campaign was aimed at encouraging students to blow a whistle when in distress. During the campaign, the Protection Services issued more than 1000 whistles to students who reside outside the campus.

Enforcement of COVID-19 regulations

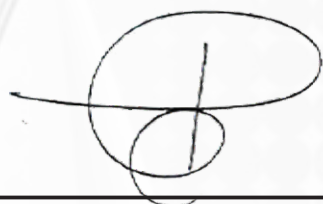
Following the internal Audit report that identified lack of enforcement of COVID-19 regulations such as social distancing and wearing of facial masks, UNIVEN Protection Services established the COVID-19 patrol squad. The team comprised of five members per shift, and was responsible for enforcing regulations in various hotspots such as outside classrooms, around cafeteria, and in the students' dormitories.

Information and Communications Technology Governance

The University of Venda continued to implement the ICT Governance Framework as adopted and approved by the Council. A comprehensive review and testing process for ICT Disaster Recovery to ensure that the University is maintaining an adequate and effective ICT system, is carried out on an ongoing basis.

In 2020, the University continued to progress on the digital transformation journey. The ICT core infrastructure has been revamped to support remote teaching and learning. Cloud computing has become one of the strategic pillars of UNIVEN and six services are running from the cloud platform. The University saw growth in the online activities and more than 95% of meetings took place virtually.

The University supported both students and staff in the provision of data and zero-rated key student applications. Some strides have been made in the implementation of process automation and modernisation which is bringing effective, efficient and accessibility of technology applications and services required to support the core business of the University. The University has successfully implemented Moodle based e-Learning system and Record Management system.



DR NB NTHAMBELENI
VICE-CHANCELLOR AND
PRINCIPAL

Performance Assessment and Information Report

The performance assessment and information report seek to respond to UNIVEN's commitment to provide an annual account and analysis on progress made towards the implementation of the 2020 Annual Performance Plan (APP), and achievement of targets thereof. The report indicates the extent to which the university's predetermined objectives, as well as agreements that Council have committed to for achievement. The report is linked to key performance indicators and targets as stated in the university's 2020 APP.

Reporting Obligation

The University is statutorily required by the Regulations for Reporting by Public Higher Education Institutions, which are published in terms of the Higher Education Act 101 of 1997, to prepare and submit a Council approved APP which is aligned to the university's Strategic Plan and budget. The regulations further obligate the university to ensure preparation and submission of Annual Report, which entails university's actual achievements against targets for the preceding financial year.

Overall Summary of 2020 Performance

It is important to provide an account of UNIVEN's performance and to reflect on the achievement, challenges and corrective actions in the event where certain targets have not been achieved. Thus, this summative report seeks to highlight progress made towards the implementation of 2020 APP. The tables and figures below provide a summary of overall performance against targets contained in the 2020 APP.

Table 1: Progress per Strategic Objectives

Strategic Objective (SO)	Targets	Achieved	Not achieved
SO1: Conversion to a comprehensive university	23	1	22
SO2: Quality teaching and learning	12	4	8
SO3: Research and innovation	5	3	2
SO4: Integrated community engagement initiatives	3	2	1
SO5: Financial sustainability	4	0	4
SO6: Integrated people management	2	1	1
SO7: Linkages, partnerships and internationalisation	5	3	2
SO8: Enhancing the quality of student life	15	6	9
AGGREGATE PERFORMANCE			
TOTAL	69	20	49

The University could not make any progress regarding Key Performance Area 2 (Programme Qualification Mix reflective of the comprehensive mandate) under Strategic Objective 1: Conversion to a comprehensive University, during the period under review due to financial constraints. However, the objective has recently been revised and incorporated into the University's new Strategic Plan 2021-2025 to ensure successful implementation.

Table 1 shows a total number of targets (69), out of which 20 (29%) have been achieved by end of 2020, while a total of 49 (71%) were not achieved.

Furthermore, the table also illustrates, among others, that significant number of targets that recorded poor performance are related to Strategic Objective 1 (22 out of 23 = 95,7%). Strategic objective 8 also shows the second highest number of targets that could not be achieved (9 out of 15 = 60%), followed by Strategic Objective 5 (4 out of 4 = 100%) and Strategic Objective 2 (8 out of 12 = 66,7%).

Most of the targets that did not progress well or that recorded weak performance were mainly ascribed to the nationwide lockdown restrictions to curb the spread of COVID-19 pandemic, which led to the closure of many institutions across the country resulting in the failure to conclude many of the planned activities. It is hoped that the situation may improve post the lockdown, most probably in 2021.

Actual Performance against Annual Targets

This section provides detailed presentation/analysis of performance information for the university during the period under review, which include actual performance against targets that are set out in the APP 2020 and reasons for under-achievement of targets. The indication of how the university intends to address the shortcomings related to areas where targets were not achieved is also provided in this section.

Strategic Objective 1: Conversion to a Comprehensive University

Table 1: Key Performance Area 1: Adherence to Department of Higher Education and Training Size and Shape Directives to meet 2019 ministerial enrolment targets

Table 1: Key Performance Area 1: Adherence to Department of Higher Education and Training Size and Shape Directives to meet 2019 ministerial enrolment targets

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
1	Total Headcount enrolments	16 000	15 166	The <i>non-enrolments</i> in the Education programmes due to delayed completion of re-accreditation process.	Although the enrolment deviation may not necessarily be remediated in 2020, the programmes have been submitted for re-accreditation to the HEQC of the CHE, and going forward, the quality of applications of SET will be addressed through improved recruitment of new applicants for SET programmes by showcasing these programmes in the media.

2	Percentage enrolment in undergraduate diplomas and certificate	5%	1%	Fewer career-focused undergraduate programmes developed and implemented as envisaged because of infrastructure and specialised personnel resource constraints. Poor uptake of existing programmes also proved to be a challenge to performance on this indicator.	Discussions were held with DHET in terms of downward revision of the conversion targets, in view of the lack of financial support for the conversion project from DHET.
3	Percentage enrolments for Science, Engineering, and Technology (SET) and Health	45%	45.3%	Target achieved.	Not applicable.
4	Percentage enrolments for Business and management	19%	15.1%	Insufficient number of new applicants for Business and Management programmes in	100% remediation was not necessarily feasible in 2020 due to the

				2020 that were meeting the admission criteria.	nature of the target.
5	Percentage enrolments for Education	15%	13.4%	Deviation of 1,6% deemed acceptable.	For 2021, better recruitment of new applicants for SET programmes by showcasing these programmes in the media.
6	Percentage enrolment for humanities and law	21%	26.2%	Due to large demand for these programmes, applicants not qualifying for SET programmes were channeled here in order to meet headcount targets.	

Table 2: Key Performance Area 2: A Programme Qualification Mix reflective of the comprehensive mandate

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
7	Number of students' intake for professional qualifications in engineering and related fields	40 (Mining Engineering) 40	0	Introduction of engineering programmes on hold pending the finalisation of strategic review process. This decision is informed by adverse findings of feasibility study (submitted to DHET) and ongoing financial constraints.	WITS collaboration to be deepened and curricularisation of UNIVEN BEngTech to be completed for first intake in 2023. Co-curricularisation and articulation with WITS engineering offerings are being explored.
		30 (Environmental Engineering)	0		
		30 (Construction Technology Engineering)	0		

8	Number of students' intake for new career-focused diploma programmes	60 (Agro-Ecology)	0	The Diploma in Agro-Ecology and Diploma in Natural Resource Management were not accredited by the Higher Education Quality Committee (HEQC).	Remediation may not necessarily be feasible in 2020 due to the nature of the target. Review and re-circulation for re-submission to Council on Higher Education (CHE).
		60 (Natural Resource Management)	0		
		50 (Mine Safety, Health and Environment)	0	The UNIVEN "conversion to a comprehensive university" objective has been put on hold pending the finalisation of strategic review and organisational restructuring process by end of 2020. The project was never adequately costed nor financially supported by DHET and the University's deteriorating financial position since 2016 has necessitated a re-think.	Finalisation of 2021-2025 Strategic Plan review is currently underway. DHET has expressed support for a strategic re-alignment of the university's strategy with its context and current realities.
		50 (GIS and Remote Sensing)	0		
		20 (Travel)	0		
		100 (Information Communications Technology)	0		
		40 (Dental Technology)	0		
9	Number of students' intake for career-focused certificate programmes	80 (Court Interpreting)	0		
		80 (Communication in Business English)	0		

		80 (Sign Language)	0		
10	Number of students' intake for career-focused bachelor programmes	50 (Disaster Risk Science)	0		
		100 (Heritage Studies)	0		
		40 (Optometry)	0		
11	Number of students' intake in three new allied-health professional programmes in the School of Health Sciences (for each programme)	40 (for each programme)	0		

Strategic Objective 2: Quality Teaching and Learning

Table 3: Key Performance Area 1: Quality of the Curriculum

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
12	Percentage of programmes reviewed and quality recommendations implemented	100%	0%	Absence of formalised and approved quality review tools.	<ul style="list-style-type: none"> Necessary quality review tools are currently being developed for approval. Quality review schedule to be proposed for approval by Senex.

Table 4: Key Performance Area 2: Delivery of the Curriculum

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
13	Number of reviews of the evaluation of teaching based on impact studies	1	1	Target reached during Quarter1.	Not applicable.
14	Percentage of academics trained in delivery of e-learning	100%	100%	Target reached. However, training continues.	Not applicable.
15	Percentage of modules in electronic format and uploaded onto the e-learning platform	100%	100%	Target achieved. All courses available on Blackboard. Online courses	Not applicable.

Strategic Objective 2: Quality Teaching and Learning

Table 3: Key Performance Area 1: Quality of the Curriculum

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
12	Percentage of programmes reviewed and quality recommendations implemented	100%	0%	Absence of formalised and approved quality review tools.	<ul style="list-style-type: none"> Necessary quality review tools are currently being developed for approval. Quality review schedule to be proposed for approval by Senex.

Table 4: Key Performance Area 2: Delivery of the Curriculum

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
13	Number of reviews of the evaluation of teaching based on impact studies	1	1	Target reached during Quarter1.	Not applicable.
14	Percentage of academics trained in delivery of e-learning	100%	100%	Target reached. However, training continues.	Not applicable.
15	Percentage of modules in electronic format and uploaded onto the e-learning platform	100%	100%	Target achieved. All courses available on Blackboard. Online courses available to all students.	Not applicable.

Table 5: Key Performance Area 3: Academic Support for Students

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
16	Number of First Year Experience programmes to students rolled out	2	1	Total readjustment of the academic year as occasioned by COVID-19 National lockdown.	All First-Year Experience Programmes are being converted onto Moodle learning management system (LMS).
17	Number of identified students with disabilities provided with academic support	15	189	Target exceeded.	Not applicable.
18	Number of modules with poor pass rates in all schools identified by CHETL	8	0	Total readjustment of teaching and learning practices in the year 2020 impacted on the general operation of CHETL-ADU.	CHETL & IPQA to rethink their practices in 2021. A meeting to be held between the two parties on how to improve their identification of students-at-risk.
19	Number of students-at-risk identified and interviewed by CHETL after first formative assessment to ascertain causes of underperformance	50	0		

Table 6: Key Performance Area 4: Student Success

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
20	Decrease in first-year attrition	10%	24%	The sudden transition to fully online teaching and learning precipitated by Initial hard lockdown levels in 2020 due to COVID-19 presented challenges particularly to first-entering students. Many students had to study from their respective homes under conditions not conducive to online learning and without proper induction into the LMS.	Continuous online training into the use of the LMS was offered to first-year students during COVID-19 lockdowns and each student was provided with 30GB of data per month during the time so that student have access for the online teaching and learning from their homes.
21	Increased undergraduate student throughput rate <i>(Baseline of 32% in 2014)</i>	37%	36%		
22	Increased student success rate <i>(Baseline of 84.71% in 2014)</i>	87.5%	81%		Utilisation of DHET COVID-19 relief grant to provide students
23	Increased graduation rate <i>(17% baseline for 2014)</i>	22%	20.2%	in 2020 due to the challenges posed	

				to teaching and learning by COVID-19 pandemic and the extended periods during which face-to-face interaction with students was impossible.	with access to data and devices for online learning. In addition, a teaching, learning and assessment plan aimed at mitigating the impact of the pandemic was approved by Senate and implemented for the second semester of 2020.
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Strategic Objective 3: Research and Innovation

Table 7: Key Performance Area 1: Increased Research Capacity

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
24	Increased number of National Research Foundation-rated researchers	31	27	Due to tendency of changing workplace by some academics once they get rated, which was evident from 3	In January 2021 academic year, the number of NRF rated researchers

Table 6: Key Performance Area 4: Student Success

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
20	Decrease in first-year attrition	10%	24%	The sudden transition to fully online teaching and learning precipitated by Initial hard lockdown levels in 2020 due to COVID-19 presented challenges particularly to first-entering students. Many students had to study from their respective homes under conditions not conducive to online learning and without proper induction into the LMS.	Continuous online training into the use of the LMS was offered to first-year students during COVID-19 lockdowns and each student was provided with 30GB of data per month during the time so that student have access for the online teaching and learning from their homes.
21	Increased undergraduate student throughput rate (Baseline of 32% in 2014)	37%	36%		
22	Increased student success rate (Baseline of 84.71% in 2014)	87.5%	81%		Utilisation of DHET COVID-19 relief grant to provide students
23	Increased graduation rate (17% baseline for 2014)	22%	20.2%	in 2020 due to the challenges posed	

				rated researchers who have left UNIVEN in 2020. However, with effect from January 2020 UNIVEN received 6 successful applications from 11 submissions to make current 29 NRF rated researchers.	is likely to increase as the recruitment of the new rated researchers continues annually.
25	Increased number of special-category academics in support of the academic core project	3	14	Target exceeded.	Not applicable as the University is doing well on this indicator.

Table 8: Key Performance Area 2: Research Output

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
26	Increased research outputs per capita units aligned to Department of Higher Education and Training targets	1.25	0.99	Research Publications Output is a 2-year cycle. Thus, the figure will not change until another cycle in 2021. The declining trend in Research Publications	Research produced by universities is measured and determined by the number of journal articles, chapters in

				Outputs is so unfortunate and problematic.	books and conference papers that academics publish annually. The smaller is the number of publications the smaller is the subsidy from the Department of Higher Education and Training (DHET).
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Table 9: Key Performance Area 3: Renewable Energy

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
27	Number of integrated renewal energy projects (biogas and solar) implemented for teaching and research - as alternative energy sources on campus	2	26	The far exceeded performance was achieved due to additional funding to the value of R1 400 000.00 from the Capricorn District Municipality. The funding was triggered by	Not applicable.

				successful implementation of the previous community projects of the same nature by the Biogas Community-based research team headed from the Department of Physics.	
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Table 10: Key performance area 4: Technology Transfer

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
28	Number of technology transfer projects initiated for community use	5	6	Target reached.	Not applicable.

Strategic Objective 4: Integrated Community Engagement Initiatives

Table 11: Key Performance Area 1: Community Engagement Flagship Projects

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
29	Increased number of participating learners from rural schools in the maths and science and science-enhancement programme at Vuwani Science Resource Centre	95 000	2 896	Due to COVID-19 lockdown restrictions, visits to schools were not possible. Learners were also unable to visit the centre to	To explore possibility of executing some activities online during 2021 and ensure continued

				perform any experiments.	collaboration with relevant coordinating partners.
30	Number of target rural communities for which evidence of positive impact on development and poverty alleviation is documented	6	45	Target achieved.	Not applicable.

Table 12: Key Performance Area 2: Science Outreach and Knowledge Transfer

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
31	Number of structured engagements with communities in a well-publicised community engagement forum	3	27	Target achieved target.	Not applicable.

Strategic Objective 5: Financial Sustainability

Table 13: Key Performance Area 1: Prudent Financial Management

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
32	Percentage increase in university income	5%	-1%	The main driver of the non-performance is the lack of research activity in 2020 due to the lockdown. This resulted in	To improve research activity and thereby recognise research income in 2021.

				reduced income recognition.	
33	Percentage decrease of financial management related audit queries per year	10%	0%	The financial management related audit queries pose a direct risk regarding the “going concern” status of the university.	The university has put in place a Management Action Plan to effectively deal with audit findings and queries.

Table 14: Key Performance Area 2: Continuously Increase Revenue

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
34	Percentage increase of third-stream income (UIGC, Foundation, Research and Agriculture revenue)	10%	0%	The University has experienced delays in finalizing the strategy to address third stream income	Third stream income strategies for 2021 is in the process for development.
35	Implementation of investment strategy on Short-term, Medium-term, and Long-term investments (%)	100%	50%	All investments are short term due to the collapse of the financial market since the beginning of COVID-19 pandemic.	The Financial Markets have started to recover, and we will review our investments in the first quarter of 2021. A fund manager and an investment committee has been appointed to assist with the investment strategy in 2021.

Strategic Objective 6: Integrated People Management

Table 15: Key Performance Area 1: Staff Development

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
36	Percentage of senior and middle managers completed Higher Education leadership programme	70%	62%	Target not achieved due to COVID-19 restrictions which had an impact on conducting and completion of HE leadership programmes.	The University through the DVC: Corporate Services Office, is developing Higher Education Leadership and Management (HELM) Online Programme for Managers that will be implemented in 2021.
37	Percentage of female middle and senior managers completed Women in Leadership programme	70%	73%	Target achieved.	Not applicable.

Strategic Objective 7: Linkages, Partnership and Internationalisation

Table 16: Key Performance Area 1: Internationalisation of Academic Core Project

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
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38	Number of students participating in International student exchange programmes or exchange visits	40	24	Due to the COVID-19 pandemic and travel restrictions nationally and internationally, several exchange programmes could not be held physically. Only a few took place virtually.	To develop more virtual curricula for exchange programmes between partner universities from 2021.
39	Number of staff members participating in international staff exchange programmes, including training and workshops	30	37	Target achieved.	Most of the staff exchange programmes have been migrated to online platforms. More of such projects are currently being developed.
40	Number of International research collaborative projects	5	5	Target achieved.	Although targets have already been met, the increment is still possible, but only dependent on the lifting on ban of international
41	Number of collaborative international and community engagement projects	5	5	Target achieved.	

					travels for international partners to visit to establishing new projects.
42	Percentage increase of international students through the implementation of International Marketing and Recruitment Strategy	5%	1.3%	International student recruitment could not take place due to the COVID-19 pandemic.	The increase may require strategic international students' recruitment and marketing in SADC and other places.

Strategic Objective 8: Enhancing the Quality of Student Life

Table 17: Key Performance Area 1: Student Leadership and Residences

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
43	Number of graduate students supported to register for postgraduate studies	15	0	Internships in the 2019/20 financial year were not available due to budget cuts from government.	The performance indicator to be revised considering the following realities: <ul style="list-style-type: none"> • Previous years, there was a training session through HR. Agreements with some government departments to offer financial support

					through SETA are underway.
44	Number of quality living & learning support programmes implemented for students in residences	4	0	Programmes could not be implemented due to COVID-19 restrictions and lockdown.	Revamping the Student Affairs website to upload programmes for students online.
45	Number of students in university residences participating in living & learning support programmes	2000	0	Programmes could not be implemented due to COVID-19.	Programmes to be implemented post lockdown regulations that are currently restricting many forms of gatherings.
46	Number of accredited off-campus residences that complies with DHET minimum standards	26	44	Target exceeded.	Not applicable.

Table 18: Key Performance Area 2: Student Diversity

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
47	Number of annual commemoration days celebrated ¹	3	0	This could not take place due to COVID-19 lockdown, which lead to no annual commemoration day to be celebrated.	These are National celebrated days in terms of the National Calendar which all have passed

¹ Freedom Day; Africa Day; and Heritage Day

					during COVID-19 National lockdown, therefore target cannot be reached.
48	Number of religious activities carried out	2	2	Achieved.	Not applicable.

Table 19: Key Performance Area 3: Health and Wellness

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
49	Number of wellness programmes in student residences	3	0	Due to COVID-19 restrictions students were not in the campus' residences.	To adjust with the new normal by conducting the wellness programmes virtually.
50	Number of health awareness campaigns in line with World Health Organization calendar	2	3	Achieved.	Not applicable.
51	Number of health and wellness promotion workshops conducted	2	2	Achieved.	Not applicable.
52	Number of HIV/AIDS counselling, testing and safe sex campaigns	4	3	Lack of interest by students to attend programmes virtually due to lack of sufficient data.	Participation expected to improve post lockdown and beyond.

Table 20: Key Performance Area 4: Student Counseling and Career Development

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
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53	Number of students trained in life skills programmes to enhance quality of life of students and future careers	30	162	Training of mentors and tutors is only done during the first quarter.	Target achieved.
54	Number of training workshops for peer helpers	1	1	Training of peer helpers is done during the first quarter.	Target achieved.

Table 21: Key Performance Area 5: Student Welfare

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
55	Increased number of beneficiaries of the Thohoyanzie sharing scheme	250	1	Most students are being funded by NSFAS and other donors. Those that needed food parcels from the scheme could not benefit since staff members to donate were working from home. Peer helpers were not able to collect donations either from students and staff.	Not applicable.

Table 22: Key Performance Area 6: Sports and Recreation

	Key Performance indicator	2020 Target	Actual performance	Reason for underperformance	Corrective measures
56	Increased number of students participating in arts and cultural programmes at national, regional and international levels	700	2	All programmes were cancelled due to Corona virus pandemic and the lockdown.	The unit is currently working with representatives from ICT and Marketing and Communication department to ensure that we participate in event/competitions virtually. The 2020 Mr and Miss SA campuses will be the first event, and many of them will take place next year.
57	Number of students in adaptive sports	50	0	All programmes were cancelled due to Corona virus pandemic and the lockdown.	There will be no participation in the Adaptive sports this year, however the remaining time and resources are dedicated in purchasing equipment for adaptive sports.



MR MJ LEKGETHA
CHAIRPERSON OF
COUNCIL



DR NB NTHAMBELENI
VICE-CHANCELLOR AND
PRINCIPAL

Senate Report to Council

Senate Activities in 2020

Senate is the highest decision-making body on matters relating to the academic core business of the University. It recommends to Council for approval, all policies that pass its scrutiny, and submits to Council for ratification, all matters of strategic and governance importance relating to the core business that it has approved. The Senate exercises oversight over all aspects of the core business through its six (6) standing committees and, until 2020, from the Academic Boards of eight (8) Academic Schools. Senate oversees the continuous review of the Programme Qualification Mix (PQM) of the University to ensure that student enrolment takes place only in programmes that have been duly approved by DHET, accredited by the Council on Higher Education (CHE) and professional bodies, and registered with the South African Qualifications Authority (SAQA).

The COVID-19 pandemic in 2020 presented unique challenges to the delivery of the academic programme and Senate was called upon to approve considerable deviation from the approved 2020 academic year plan, and from previously standard teaching, learning and assessment practices. At a special meeting of Senate on 16 March 2020, immediately after the declaration of a State of Emergency by the State President, Senate agreed on a set of measures to be undertaken to mitigate the spread of the COVID-19 virus within the University community, including the immediate suspension of all academic activities on campus and the evacuation of all students. These measures were ratified by Council on 22 May 2020. Steps were immediately taken in the Academic Schools to fully implement online teaching and learning, while data was made available to all students through the DHET COVID-19 emergency grant. The successful, rapid transition to teaching and learning ensured business continuity at the institution for the duration of 2020, overseen by a Transversal Committee with representation by all internal stakeholder groups. The essential role of the Transversal Committee in managing the subsequent UNIVEN responses to the pandemic in the academic space was a precursor to the University's new strategic intent to ensure greater operational integration within the institution and to build a culture of cross-divisional collaboration to address institutional challenges.

At its ordinary meeting of 27 May 2020, and in line with the national easing of lockdown restrictions, Senate resolved on the modus operandi for the partial re-opening of campus and the writing of first semester exams by 22 June 2020. Senate approved a rotational or carousel approach of returning students at different levels of study to campus in groups, to write physical exams in campus venues but with strict adherence to COVID-19 protocols.

This approach was necessitated by the rural context of the Institution, and with Senate's appreciation of the difficulties faced by a large number of students without uninterrupted access to either electricity or connectivity, and without conducive learning conditions in their home environments. This approach, ratified by Council on 31 July, ensured that the first semester was successfully concluded by the end of August 2020.

Senate recommended to the Council meeting of 26 November 2020, following its final meeting of 2020 on 21 October 2020, its approval of two new academic programmes closely aligned with the institution's strategic mission and intent. The first is a Master of Arts in Language Practice in the School of Human and Social Sciences, offered in its M.E.R. Mathivha Centre of African Languages. This postgraduate programme builds on one of the University of Venda's strategic niche areas, which is the development of Indigenous African Languages. The second programme recommended for approval by Council was the Postgraduate Diploma in Accounting, in the School of Management Sciences, following on the accreditation by the South African Institute of Chartered Accountants (SAICA) and the successful introduction of the BCom Accounting programme in 2019.

The academic programmes leading to qualifications offered by the University were delivered for the last time in 2020 by the 61 Academic Departments hosted in eight (8) Academic Schools that were tasked with the implementation of the 2016-2020 Strategic Plan, as it pertained to the core business of the institution. After a series of engagements between Executive Management and internal stakeholder groups, including Senate, a new academic structure resulting from mergers between allied Departments and Schools, to form four new Faculties to be operationalised in 2021 and tasked with the execution of the new 2021-2025 Strategic Plan, was approved by Senate at a special meeting called by the Chair of Senate for that purpose, on 30 October 2020.

Institutional performance in the core business during 2020, against the predetermined objectives set in the 2020 APP, are covered in the 2020 Annual Performance Report. Other significant developments and achievements in the core business of the University during 2020 include:

- The University successfully hosted its first-ever online graduation ceremony on 18 September 2020
- The institution continued its upward trajectory in research publication outputs, being awarded 189.5 units by DHET in 2020 for its 2019 outputs, as shown in the table below:

	2015	2016	2017	2018	2019
Books and book chapters	10.80	23.29	8.38	10.76	6.66
Conference proceedings	9.08	13.08	8.90	5.42	1.43
Journal articles	251.75	206.40	158.91	164.54	189.50

The Committees of Senate

The standing committees of Senate, which receive reports from parallel committees at School level and meet on a quarterly basis, are:

- Senate Teaching and Learning Committee
- Research and Publications Committee
- Community Engagement Committee
- Senate Higher Degrees Committee
- Senate Linkages, Partnerships and Internationalisation Committee
- Library Committee.

The Composition of Senate

The composition of Senate in 2020 was based on the prescripts of the reigning Statute of the University of Venda. Senate consisted of:

- The Vice-Chancellor and Principal, who is the Chairperson
- The Deputy Vice-Chancellors, one of whom must be designated by the Vice-Chancellor to be the Chairperson in the absence of the Vice-Chancellor
- Two members of Council, elected by Council
- All Deans of Schools
- All Vice-Deans
- All Heads of Academic Departments
- 50 percent of the professors of the University who are not Deans or Vice-Deans or heads of academic departments, elected by the professors from their own ranks, provided there must be at least one professor from each School
- 30 percent of the senior lecturers of the University who are not Deans or Vice-Deans or heads of academic departments, elected by the senior lecturers from their own ranks, provided there must be at least one senior lecturer from each School
- 10 percent of the lecturers of the University who are not Deans, or Vice-Deans or heads of academic departments, elected by the lecturers from their own ranks, provided there must be at least one lecturer from each School
- The Director: Library Services of the University
- The Director or Head of a Bureau, Section or Department of the University designated by the Senate
- One student, other than a first-year student, for each school, elected by the students of the school concerned
- The Directors of Academic Centres and Institutes and
- One SRC Member elected by the SRC.

Functions of Senate

The functions of Senate are prescribed by the Statute. Control and regulation of teaching, learning and research at the University is vested in the Senate in accordance with its rules for that purpose and approved by the Council. A vacancy in the Senate must be filled in the same manner as that in which the member who previously held the office was appointed, elected or designated. A person appointed, elected or designated holds office for the unexpired portion of the term of office of his or her predecessor. Senate submits to Council:

- (a) Reports of its activities
- (b) Recommendations as it may deem expedient regarding any matter or interest to the University and
- (c) Recommendations regarding any matter referred to it by Council.

The Registrar is the secretary to Senate and has no voting powers. Members of Senate sign a conflict of interest and confidentiality declaration form at the beginning of every meeting. Senate applies the code of practices and conduct and the code of ethical behaviour and practice in every meeting.

Meetings of Senate in 2020

Meetings of Senate were held as follows:

- a) 16/03/2020 (Special)
- b) 27/05/2020
- c) 12/08/2020
- d) 21/10/2020
- e) 30/10/2020 (Special)



DR NB NTHAMBELENI
CHAIRPERSON OF SENATE

Report of the Institutional Forum

The Institutional Forum has, since its establishment, been engaged in its advisory role in various activities on campus such as the appointment of the Vice-Chancellor and approval of the Executive and Senior Management Structure.

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- Council
- University Management
- Senate
- Academic Staff
- Administrative Staff
- Service Staff
- Convocation
- Student Representative Council.

The nomination of representatives was transparent and democratic. The following members represented their structures on the Institutional Forum:

Convocation

Vacant

Council

Mr CV Gamede

Mr ME Selomo

Management

Mr LG Tshikhudo

Mrs MT Mulaudzi

Senate

Prof MF Mapaya

Prof. PO Bessong

Academic Staff

Mr R Chauke

Mr TE Sekitime

Administrative staff

Mr L Netshifhefhe
Mrs R Nelwamondo

Service staff

Mrs TG Marwala
Mrs NE Masala

Student Representative Council (SRC)

Mr BJ Manganyi
Ms M Neluonde

All members on the Institutional Forum have an identifiable and significant constituency and mandated capacity to act on behalf of their constituencies.

The Executive Committee of the Institutional Forum consists of:-

- The Chairperson:- Vacant
- The Deputy Chairperson:- Vacant
- Three additional members:- Vacant

The functions of the Institutional Forum are to:

a) Advise Council on issues affecting the institution, including:

- The implementation of the Act and the national policy on higher education
- Race and gender equity policies
- The selection of candidates for senior management positions
- The code of conduct, mediation and dispute resolution procedures
- The fostering of an institutional culture which promotes tolerance and respect for fundamental human rights.

b) Perform such other functions as determined by Council.

The Institutional Forum did not meet in 2020 as it was not fully constituted.



ADV. E.N LAMBANI
UNIVERSITY REGISTRAR

Report on Risk Assessment and Management

Introduction

The University of Venda is committed to good corporate governance and has various internal control mechanisms in place to strengthen corporate governance. There are various management structures and council committees in place with terms of reference which meet on a regular basis. The University also has fully functioning assurance structures such as Risk Management and Internal Audit. These structures are supported by the Risk Management Committee and Audit Committee, both chaired by independent (external) chairpersons. The University is pleased to report that both committees have contributed positively in terms of the risk and audit management processes of the University.

Risk Management

The University has conducted risk assessments to identify strategic risks (financial and non-financial) on University strategic objectives. The University appointed a Risk Management Committee consisting of an independent external chairperson and members of executive management. The committee fulfils its function in terms of a charter that outlines the scope of duties of the committee. The committee ensures that significant risks are identified and maintained in a register, for management to assign mitigating actions. These risks are reported to Council through the Audit Committee.

The Risk Management Committee is also attended by Director: Internal Audit and Risk, Director: ICT, Director: Facilities Management, Director: Protection Services, Director: Human Resources Management, Director: Institutional Planning and Quality Assurance and the Risk Officer.

The Risk Management Committee held four scheduled meetings in 2020 and minutes of the meetings are maintained. Risk Management Committee is a management Committee that reports to Audit and Risk Committee quarterly on the management of risk within the University. The Risk Management Committee receives reports from the Internal Audit function on the assessment of the risk environment of the University.

The composition of the committee is as follows:

NAMES	DESIGNATION / MEMBER STATUS
1. Dr N Maharaj	Chairperson (Independent External Member)
2. Dr. N.B. Nthambeleni	Vice-Chancellor and Principal
3. Prof. J.E. Crafford	DVC: Academic
4. Dr. R. L. Martin	DVC: Operations
5. Mr LB Kraziya	Chief Financial Officer
6. Adv. E.N. Lambani	University Registrar (Secretary to Council)



MR T SIBIYA
RISK OFFICER



DR N MAHARAJ
CHAIRPERSON: RISK MANAGEMENT COMMITTEE

O van Heerden

DR O Van HEERDEN
CHAIRPERSON: AUDIT AND RISK COMMITTEE

Report on Transformation

Preamble

The University of Venda embraces transformation in the fullest sense that would result in a locally relevant, but globally competitive institution of higher learning in which all people, irrespective of race, gender and nationality would feel welcome to contribute. The vision of the University of Venda is to aspire to be 'a University leading in engaged scholarship'. While its mission is to produce graduates that are locally relevant and globally competitive' which is anchored on the pillars of excellence in teaching, learning, community engagement, research and innovation, produces graduates imbued with knowledge, skills and qualifications which are locally relevant and globally competitive. These provide premise on which the transformation agenda is driven. In 2013, the University's Integrated Transformation Plan was adopted. Six transformation themes were defined: Non-discrimination and Diversity, Institutional Culture, People Management, Student Centricity, Core Business, and Governance. In 2015, the UNIVEN Transformation Charter was adopted.



The process of transformation is catalysed through transformation task teams, which was appointed by the Vice-Chancellor and Principal:

- Non-discrimination and diversity
- Institutional culture
- People management
- Student centricity
- Core business
- Governance.

The champions for each of the themes needed to be updated as some of them have left the service of the University. In the year under review, substantive progress was made with the implementation of the integrated transformation plan:

Theme 1: Non-discrimination and Diversity

#	Objective	Progress	Targets and achievement dates
1	Create a culture among staff and students that embraces and promotes diversity in its broadest sense through the creation and monitoring of an enabling environment for behavioural change, development of new and the review of existing policies, creating disability access and disability-friendliness infrastructure	<p>Policy review is ongoing and taking place through an inclusive process involving Council members, staff and structures.</p> <p>Over the year, the following policies have been reviewed:</p> <ul style="list-style-type: none"> • UNIVEN Remuneration • UNIVEN Travel allowance • UNIVEN Cell phone • UNIVEN Business Travel • Termination of Employment • Staff Development • HIV and Aids • Delegation of authority • Performance Management 	2020

#	Objective	Progress	Targets and achievement dates
		<ul style="list-style-type: none"> Managing Human Resources During Disaster Remote Working Remuneration Termination of Service <p>Most of the policies mentioned above are now reviewed while others are new.</p> <p>It is good to know that the Disability Unit now has an adapted bus for the use of disabled students.</p>	
2	The implementation actions on transformation include the transformation charter, social dialogue platform, aggressive marketing and publicity, module on diversity, language policy, language skills, sharing local language and culture, mixing of cultures in residences, diversity celebrations, reaching out to 'silent' members of the community, student involvement, partnerships with other universities, publishing articles on transformation and	<p>Transformation Charter was approved by Council and later launched.</p> <p>Cultural days recognized are Freedom Day, Human Right Day, Africa Day, International countries Independence Days, Internationalisation.</p> <p>Several Social dialogue platforms were held including the Decolonization and Africanization of the curriculum held in 2018, Gender and Sexual violent against women</p>	<p>April 2015</p> <p>Ongoing in 2020</p>

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#	Objective	Progress	Targets and achievement dates
	enhancing positive institutional culture elements	<p>and the vulnerable was staged in 2019 and several other social dialogue platforms were created at the University.</p> <p>The Buddy programme is organized every year for the integration of local and international students for the purpose of social cohesion. It is coordinated by the Directorate of International Relations. The programme could not continue in 2020 due to COVID-19 but there is a plan to stage a virtual one in 2021.</p> <p>Most of the activities on cultural diversity and transformation are jointly organized with the student body.</p> <p>Signed memorandum of understanding with the Far Eastern Federal University, Vladivostok, Russian Federation; Lucerne University, Switzerland; Memorial University of Newfoundland, Canada; Hubei University of Technology, China; The University of North Carolina</p>	<p>Ongoing 2020</p> <p>Ongoing in 2020</p>

#	Objective	Progress	Targets and achievement dates
		<p>Greensboro, USA; and others.</p> <p>Also, the University renewed memorandum of understanding with Botho University, Botswana; Linneaus University, Sweden and many others.</p> <p>Most of the expired MoUs are now renewed while others are still in the process of being renewed which is continuing. It is important to note that many of the MoUs have been made very active with collaborative projects running between partners.</p> <p>New international projects were established with international partners for capacity building, joint research and internationalisation. Some articles on Femicide, Gender and internationalization were published in peer-reviewed journals in 2020.</p>	

Theme 2: Institutional Culture

	Objectives	Progress	Targets and achievement dates
3	Dissemination of transformation charter	Transformation charters are disseminated to relevant internal and external stakeholders.	2020
4	Enhance communication by creating formal engagement platforms between senior management and specific stakeholder groups like students, academic, support and service staff.	<p>EMC meets schools and departments and divisional heads twice a year. Regular meetings with Student Representative Council and joint structures.</p> <p>Most of the meetings were conducted virtually due to COVID-19 restriction rules.</p> <p>New UNIVEN Strategic Plan 2021-2025 developed through University wide strategic dialogue. Staff and student contributed to the review and development of the new UNIVEN Strategic Plan 2021-2025. Engagement with joint structures on in- and outsourcing. The implementation of the new Strategic Plan will start from 2021.</p>	<p>Ongoing in 2020</p> <p>2020</p>

	Objectives	Progress	Targets and achievement dates
5	Ensure a corrupt and fraud-free environment by developing and implementing a fraud prevention strategy, anti-fraud and anti-corruption policy, whistleblowing policy and implementing an off-campus independent whistleblowing hotline for use by staff and students.	<p>Fraud prevention plan developed and submitted to Risk Management Committee. The Risk Management Officer employed in 2018.</p> <p>Whistle-blowing policy adopted.</p> <p>Tip-off anonymous implemented in two ways.</p> <p>Policy on gifts part of the revised Supply Chain Management policy adopted.</p>	<p>June 2015</p> <p>2016</p> <p>2016</p>

Theme 3: People Management

#	Objectives	Progress	Targets and achievement dates
6	Developing a "Staff Rights and Responsibilities Charter"	Work in progress.	Adoption planned for 2021
7	Creating a staff performance and recognition framework in conjunction with all stakeholders directly affected. This framework to be de-linked from recurring remuneration and should	<p>Performance management now allows for staff recognition.</p> <p>Long service recognition.</p> <p>Recognition of excellence for administrative staff.</p>	<p>June 2015</p> <p>Ongoing 2020</p>

#	Objectives	Progress	Targets and achievement dates
	emphasise non-cash recognition by means of celebrating specific extraordinary work-related achievements by both academic and support/service staff.	<p>Recognition of Excellence for Academic Staff in the form of the following categories of the Vice Chancellor's excellence awards:</p> <ul style="list-style-type: none"> • Teaching and Learning • Research • Community Engagement 	<p>2016</p> <p>Ongoing 2020</p>
8	Develop staff attraction and retention strategy	<p>Consultant assisted with development of a recruitment and retention strategy.</p> <p>Consultant was appointed to assist with the review of UNIVEN's tax dispensation. The review has been completed and resulted in the review of the Remuneration Policy.</p> <p>Review of provident fund contributions.</p>	<p>2016</p> <p>2016</p> <p>Ongoing in 2020</p>
9	Ensure that UNIVEN becomes an employer of choice by benchmarking and reviewing the practical aspects of recruitment, selection and retention processes against best practice at comparable	<p>The Directorate Human Resources has implemented e-recruitment, following comprehensive benchmarking</p> <p>The university is currently using the PwC's Remeasure job</p>	<p>2019</p> <p>2017</p>

#	Objectives	Progress	Targets and achievement dates
	universities nationally and internationally.	evaluation system. Most positions have been evaluated. Job grading has been done.	
10	Verify CV's regarding qualifications and background checks	Verification of CVs and background checks are conducted externally by Lexis-Nexis.	2016
11	Ensure that staff has an equitable workload by reviewing workload versus staffing levels including but not limited to the staff/student ratio to comply to 2011 Higher Education Quality Committee recommendation number 3	The DVC Academic has developed a proposal on UNIVEN's Academic Workload. The proposal served on the agenda of school board meetings of 2017.	Implementation since 2018 academic year
12	Devising People Development Strategy comprising programmes and initiatives aimed at raising levels of staff commitment/an improved work ethic and dedication.	People Development is undertaken in various departments including Staff Development, Research, ICT Training and CHETL interventions.	Ongoing in 2020
13	Develop mechanisms to monitor staff productivity	Performance management system (PMS) has been implemented for all levels of	2019

#	Objectives	Progress	Targets and achievement dates
		staff. PMS is now implemented online for all staff. The system is user friendly and made easy for everyone to interact with.	
14	Implement “Grow own Timber” strategy	<p>Growing next Generation of Academics programme (nGAP) and targeted employment of UNIVEN own graduates.</p> <p>The following channels are currently in use and they are:</p> <ul style="list-style-type: none"> • Teaching assistants: several part-time lecturers were appointed in 2019 to support academic programmes. • Research Assistants: several RAs were recruited. • Interns: various SETAS and DST-NRF interns were appointed in 2019 • nGAP: the number is increasing gradually <p>There are 37 Masters and Doctoral students sponsored by ETDP-SETA and MERSETA with the aim of building UNIVEN's Next Generation Academics.</p>	Ongoing in 2020

#	Objectives	Progress	Targets and achievement dates
		About 20 staff members from the University are funded through the US-SA Higher Education Network and UK-UCDP for University Staff Doctoral Programme (USDP) for their doctoral programmes.	Ongoing in 2020 Ongoing in 2020
15	Devising people development strategy, comprising programmes and initiatives to raise levels of staff commitment, an improved work ethic and implement a modern and effective staff code of conduct to ensure that it is in line with best practice at comparable universities	People development is undertaken in various departments including Staff Development, Research, ICT Training, IRO and CHETL interventions. Over R47million is invested in various capacity development interventions within the university.	Ongoing in 2020
16	Implement equity plan with emphasis on gender mainstreaming and achieving targets of staff with disabilities	Annual Equity Plan submitted to Department of Labour annually. Significant investment in training and development of female staff members was made including 20 female staff members who participated in a Women in Leadership Development	Ongoing in 2020

#	Objectives	Progress	Targets and achievement dates
		<p>Programme offered by the University of Witwatersrand.</p> <p>The university submitted a new Employment Equity plan to the Department of Labour for a period of five years.</p> <p>Development of women Professors' mentorship programme.</p>	
17	Implement 'Succession Planning' for key posts	<p>Consultants appointed. they have completed the process of conducting an online survey on staff retention.</p> <p>Views of service workers are collected through focus group discussions. The final report served in the Human Resources Committee of Council.</p>	Completed in 2017
18	Insourcing	Council approved the insourcing through UIGC model, security services is now under UIGC, cleaning and grounds are now under UIGC. UIGC now assist with logistics for staff local travels. Staff cafeteria is not on the current dispensation. This will however raise capacity	Ongoing in 2020

#	Objectives	Progress	Targets and achievement dates
		issues with UIGC. UIGC has signed an agreement with NEHAWU which amongst others will include setting up a branch on campus.	

Theme 4: Student Centricity

#	OBJECTIVE	PROGRESS	
19	Improve UNIVEN's student centricity whilst maintaining a sound balance with the interests of other stakeholders while upholding standards of good governance	<p>The Strategic Plan 2016 - 2020 has identified critical success factor 2 as an enabling environment - from admission to graduation of students. Some of the areas identified for student centred services include - improved online application, efficient online registration, user-friendly information communications technology connectivity, fit for purpose class and exam time tabling, effective and efficient examination processes.</p> <p>Several projects have also been identified to enhance the quality of student life at UNIVEN. These was implemented as part of the</p>	<p>2019</p> <p>2020</p>

#	OBJECTIVE	PROGRESS	
		<p>strategy 2016 - 2020 strategic objective 8. Interventions will be needed for risk students through the Centre of Higher Education Teaching and Learning (CHETL). However, student housing will play a pivotal role in a project 'Resident living and learning' for students to also be tutored by their peers and seniors. The emphasis on student academic excellence to the Student Representative Council (SRC) leadership should also be enhanced through the student development project which will encourage articulation from degree to postgraduate level. Instruments to be used for postgraduate students should include research assistantship, research internship and new generation of academics.</p> <p>Several new student residences have been completed and occupied by students.</p>	Ongoing in 2020
20	Consider the region and geographic location of UNIVEN's student population, novel ways and all existing forms of student	0% tuition fee increase adopted for 2016. The student accommodation was reviewed in 2019. New accommodation fees have been introduced.	2019

#	OBJECTIVE	PROGRESS	
	financial aid to improve support to needy students.	<p>SETA and National Student Financial Aid Scheme (NSFAS) bursaries assist needy UNIVEN students financially.</p> <ul style="list-style-type: none"> • UNIVEN wrote off over R12 million in bad student debt • Student not progressing were advised to exit. <p>UNIVEN harnessed substantive funding from SETAs, NRF-DST, DHET and other international donors.</p> <p>Ongoing engagement with student leaderships on fees.</p> <p>Social responsibility fund "Touch of Hope" established.</p> <p>Social responsibility fund raised to help academically talented and deserving students.</p>	<p>Ongoing in 2020</p> <p>Ongoing in 2020</p> <p>Ongoing in 2020</p> <p>Ongoing in 2020</p> <p>2019</p> <p>2019</p>

#	OBJECTIVE	PROGRESS	
21	Improve the student quality of life as articulated in Strategic Objective 8.	<p>These items have been captured under Strategic Objective 8 of the 2016 – 2021 Strategic Plan and continue to be monitored closely. Laptop are now given to UNIVEN students. This ensures equal access to E-learning and electronic knowledge resources.</p> <p>Additional concrete actions included the following:</p> <p>Students Development and Support Programs; mentorship programmes; wellness promotions workshops held; Health & Wellness campaigns conducted; HIV & Testing campaigns; workshops conducted throughout the year on ready for work education awareness on Intellectual property, entrepreneurial skills programmes including Student Training for Entrepreneurial Promotions (STEP) that trained 100 students in 2020. Comprehensive sports and cultural programmes implemented.</p> <p>Continuous support for students through the programmes of the</p>	<p>Ongoing since June 2015</p> <p>Ongoing in 2020</p>

#	OBJECTIVE	PROGRESS	
		<p>Centre for Higher Education Teaching and Learning (CHETL).</p> <p>A swimming pool and various sporting facilities have been erected. The student entertainment area is improved for about R3m upgrade.</p> <p>Dedicated student services building is under construction.</p> <p>Additional student residences to accommodate approximately 2400 students are completed buildings occupied.</p> <p>Student Affairs building completed and ready for occupation. The building housed the Student Centre, Bookshop and Student Affairs offices and International Relations offices</p>	<p>2019</p> <p>Ongoing in 2020</p> <p>2019</p>
22	Improve through the re-engineering of the student academic administration to move to a fully electronic system on- and off-campus and ensure that UNIVEN is	<p>Registrar's Academic Committee (RAC) meetings chaired by Registrar and all re-engineering projects managed from there.</p> <p>Wi-Fi facility is now available on campus, classrooms, library and</p>	Ongoing in 2020

#	OBJECTIVE	PROGRESS	
	becoming an automated 'Smart' campus	student hostels. This is being upgraded from time to time.	
23	Improve the classroom experience of students through appropriate curriculum delivery modes and intervention for at risk students.	<p>There are audio-visual facilities installed in some of the classroom to enhance student learning processes.</p> <p>It is proposed that lecture rooms should be installed with access codes for security purposes and to take class attendance.</p> <p>About 2 Public lectures consider issues of curriculum transformation and contextualisation. Prof Tshilidzi Marwala, Vice-Chancellor, University of Johannesburg presented a public lecturer on the 4IR and the society at UNIVEN</p> <p>Academics received training to capacitate them for curriculum transformation, for example, through enrolment in Post Graduate Diploma in Higher Education.</p> <p>Regular curriculum reviews and departmental evaluations, which include an assessment of the curriculum of the relevant</p>	<p>Ongoing</p> <p>2021</p> <p>2019</p> <p>Ongoing in 2020</p>

#	OBJECTIVE	PROGRESS	
		<p>programmes, take place under the oversight of the Directorate Institutional Planning and Quality Assurance.</p> <p>Adequate resources for the relevant research and curriculum review processes are available.</p>	

Theme 5: Core business

	Objective	Progress	Target date
24	Performing an audit of programmes offered by UNIVEN which have not yet been accredited by either the higher education quality committee and/or external organisations that the remaining programme accreditations be fast tracked	<p>The UNIVEN programme qualification mix has been audited and, in 2016, approved by DHET. Only programmes which are duly approved by the Department of Higher Education and Training and accredited by the Council on Higher Education (CHE) are being offered.</p> <p>Several new programmes were approved during 2018 and added to the programme qualification mix but are not offered in 2019 until all short- and long-term conditions set by the Council on Higher Education have been met.</p>	Ongoing in 2020

		<p>The South African Institute of Chartered Accountants (SAICA) as accredited the BCom Accounting professional degree.</p>	2019
		<p>The South African Institute of Chartered Accountants programme has seen its second first-year intake.</p>	2016
		<p>The Mining Engineering programme is now accredited for the School of Environmental Sciences and student enrolment has started.</p>	2019
		<p>A review of academic departments and programmes was undertaken in 2019. Improvement plans have been submitted and will be implemented in 2020.</p>	
25	During the debates regarding the conversion of the university to become fully comprehensive, the debate takes internal shape and size modalities into account.	The size and shape directives of the Department of Higher Education and Training (DHET), in particular the 4% ministerial target for enrolments in diploma and certificate courses by 2020, has given urgency to the finalisation of new career-focused programmes currently	Ongoing in 2020

		being developed, fast-tracking the accreditation of those previously submitted.	
26	The Director of Communications and Marketing initiated the development of specific campaigns and initiatives in raising UNIVEN's profile that go beyond generic marketing and brand building.	Close collaboration between the Director of Communications and Marketing, and Deans and academic directors continued in 2019. This has resulted in more external communication of academic events and highlights.	Ongoing in 2020
27	Developing standardised operating parameters that impact on delivery within the university's core business, for example setting and enforcing starting and stopping times for support/service staff and establishing/enforcing minimum campus presence parameters for academic staff.	Academic workload allocation model, which specifies minimum presence on campus for academic staff, was developed in 2016 and submitted to EMC. The enforcement form part of the performance management system. In collaboration with a service provider, a system for the collection of comprehensive quality data on workload and performance of academics was developed and is available since 2019.	2017
28	Infrastructure and utilities masterplan for campus development in line with enrolment strategy of UNIVEN for next ten years.	Ministerial targets regarding future enrolment to inform the infrastructure and utilities masterplan.	Ongoing in 2020

		<p>learning activities migrated to online. While students were allowed on campus in staggered mode and for examination purposes.</p> <p>Students are now issued with Laptops instead of Tablets.</p>	
32	Information technology available to all students for teaching and learning	Moodle available to all students, PC tablets disseminated to all undergraduate students / Laptop PC's to all postgraduate students. New students are now given Laptops. Consequently, equal access for all students to electronic teaching and learning resources is achieved.	Ongoing in 2020
33	IT support for core business	Eduroam fully functioning across campus.	Ongoing in 2020

Theme 6: Governance

	Objective	Progress	
34	Create an effective Institutional Forum by undertaking an independent external assessment of the current state of functionality of the forum. Report on the outcomes, along with	<p>Institutional Forum well-established under new leadership, especially in view of recent national student strikes.</p> <p>Co-option of more management and student members to facilitate healthy debate.</p>	Ongoing in 2020

	Objective	Progress	
	recommendations to be presented to Council.		
35	Ensure Council members understand the role and responsibilities of the Council through an indaba or team building event. Establish a clear understanding of the oversight monitoring role of Council regarding consistency of policy implementation. Monitoring of policy compliance and enforcement. Establish a clear understanding of the monitoring role of Council regarding transformation oversight and monitoring of compliance.	<p>Council performance measurement instrument completed and approved.</p> <p>New Council members' orientation and training workshop conducted recently.</p> <p>Approved reviewed statutes of UNIVEN.</p> <p>Analyse risks and monitor effective and efficient Risk Management Committee established.</p> <p>Monitored formalisation of Council sub-committees with clear mandates.</p>	<p>Ongoing in 2020</p> <p>2019</p>
36	Monitor compliance with laws and regulations.	<p>Approval of the creation and filling of the position</p> <p>Head: Legal Compliance</p>	2016
37	Review of policies	Build database of policies and monitor its regular review.	Ongoing in 2020
38	Monitor information communications technology compliance.	King IV compliance completed for information communications technology.	2019

	Objective	Progress	
		<p>Information communications technology governance structure approved by Council.</p> <p>Information communications technology policies reviewed.</p> <p>Strengthening of the Information Communications Technology Steering Committee.</p> <p>Information communications technology disaster recovery finalised and approved.</p> <p>Information communications technology policy framework to be reviewed.</p> <p>Information communications technology masterplan designed and implemented.</p> <p>Develop business continuity plan approved.</p>	
39	Monitor fraud prevention.	<p>Monitor accuracy of conflict of interest forms at various Committees.</p> <p>Monitor implementation of blacklisting policy.</p> <p>Re-launched hotline and staff and students work shopped.</p>	Ongoing in 2020

	Objective	Progress	
		<p>Developed whistleblowing policy.</p> <p>Develop investigation mechanisms.</p> <p>New supply chain management policy.</p> <p>New controls on Infrastructure projects.</p>	

Integrated Transformation Plan at UNIVEN

The Integrated Transformation Plan describes institutional culture as “the way we do things at UNIVEN”. Arguably, it is the key transformation theme in that it is ultimately the “glue” that holds all facets of UNIVEN together. A positive institutional culture is therefore a powerful enabler of all transformation initiatives. A key sub-theme is social cohesion, which is inextricably interlinked with diversity. It is understood by the integrated transformation plan as the capacity of a society or of a community such as UNIVEN to ensure the welfare of all its members, minimising disparities and avoiding polarisation.

The 2015 Durban Transformation Summit recommends that the role of universities must be strengthened to ensure the development of democratic citizenship to give concrete expression to the rights and responsibilities in the South African constitution and Bill of Rights, with a particular emphasis on building institutional cultures based on the right to dignity.

- Fundamental commitment to human rights, democracy and the rule of law
- Continuous engagement between internal stakeholders
- Everyone’s voice needs to be heard
- Ability to raise issues without fear for adverse consequences
- Zero tolerance for fraud
- Excellence as a guiding principle for all actions
- Centrality of the core academic project
- Student centricity.

The aim is to create an environment for ‘a locally relevant, but globally competitive institution of higher learning in which all people, irrespective of race, gender or nationality would feel welcome to contribute to the success of this great institution.

Definitions

Institutional culture includes: Globally competitive and engaged – UNIVEN is becoming a comprehensively internationalised, internationally competitive university. Locally relevant – Responsive to the context, needs and opportunities of the region. Africanised – the academic project should be informed by the shared knowledge, values, experiences, aspirations, and economic objectives of Africans.

Institutional values

- Quality and excellence: Strive for the highest standards as benchmarked with and evaluated by peers
- Accountability: Commitment to good and responsible use of human, fiscal and physical resources entrusted to us to deliver on and be answerable to our mandate
- Transparency: Openness to public scrutiny of our actions, processes and use of our resources
- Integrity: Consistently espousing and practising honesty, truth and freedom in all we do
- Respect: Treating all stakeholders with civility and dignity
- Diversity: Recognising that diversity and excellence are mutually inclusive and using this to enhance our teaching, scholarship and community engagement
- Social responsibility and community engagement: Contributing to the best extent possible, to the intellectual, social and economic well-being of the communities we serve
- Ubuntu: Fostering a caring, mutually supporting environment and treating individuals with respect and dignity in the spirit of Ubuntu.

Objective 1

Appoint an internal social cohesion task team that represents interests of all stakeholders with an emphasis on inclusivity, gender equity and the representation of people with disabilities. Task team to draft a charter that includes inputs from all stakeholders. Design social cohesion interventions for approval by Human Resources Committee of Council.

Action	Date
Social cohesion task team under chairpersonship of Director: International Relations integrated into transformation task team diversity.	January 2015
Social dialogue platform hosted by Vice-Chancellor. Wide participation, particularly from executive and senior management, academia, the SRC and student organisations, religious and cultural groups.	May 2015
Event marked beginning of process of internalisation of transformation charter and particularly highlights importance of diversity for the incubation of new ideas.	May 2015
At the launch 2 000 copies of the transformation charter were disseminated. Furthermore, appropriate banners and other marketing material produced. Major internal and external media coverage, as well as live coverage on UNIVEN Radio.	May 2015



Objective 2

Enhance communication by creating formal engagement platforms between senior management and specific stakeholder groups like students, academic, support and service staff.

Action	Date
EMC meets schools and departments and divisional heads twice a year. Sessions with all staff.	Ongoing
Regular meetings with Student Representative Council and joint structures.	Ongoing
Engagement with joint structures, especially on in- and outsourcing	Ongoing

Objective 3

Ensure a corrupt and fraud-free environment by developing and implementing a fraud prevention strategy, anti-fraud and anti-corruption policy, whistleblowing policy and implementing an off-campus independent whistleblowing hotline for use by staff and students.

Action	Date
Fraud prevention plan developed and submitted to Risk Management Committee	June 2015
Whistle-blowing policy adopted	2016
Tip-off anonymous implemented	Ongoing
Policy on gifts adopted as part of revised Supply Chain Management Policy adopted	2016

Objective 4

Commencing with an inclusive policy making and policy review approach that allows directly affected stakeholder groups to be consulted on and to comment in writing on proposed policy and planning.

Action	Date
Commencing with an inclusive policy making and policy review approach that allows directly affected stakeholder groups to be consulted on and to comment in writing on proposed policy and planning	Revisions in policy done in workshops with all stakeholders involved or alternatively developed by management and consulted structures before submitted to either Senate or Council

New focus area to respond to recommendation of Durban Transformation Summit

- The 2015 Durban Summit on Transformation recommended that ‘the role of universities must be strengthened to ensure the development of democratic citizenship to give concrete expression to the rights and responsibilities in the South African constitution and Bill of Rights, with a particular emphasis on building institutional cultures based on the right to dignity.
- The UNIVEN implementation plan commits UNIVEN to the ‘definition of relevant indicators to ensure that the role of the university be strengthened to ensure the development of democratic citizenship to give concrete expression to the rights and responsibilities in the South African constitution and Bill of Rights, with a particular emphasis on building institutional cultures based on the right to dignity by November 2017. This is to be achieved through a revision of transformation theme 2: ‘Institutional Culture’ and transformation theme 3: ‘core business’.

The University of Venda has embraced transformation in its broadest sense and is committed to rolling out its Council-approved integrated transformation plan. The South African Constitution of 1996, UNIVEN’s institutional values and the following set of principles as outlined in the 1997 White Paper on transformation of higher education of anchor the UNIVEN Transformation Charter:

- a. Equity and redress
- b. Democratisation
- c. Development
- d. Quality
- e. Effectiveness and efficiency
- f. Academic freedom
- g. Institutional autonomy and
- h. Public accountability.

In implementing its integrated transformation plan, UNIVEN recognises the challenges that arise from its history as an originally ethnic group-focused higher education institution.

The University focuses on:

- a. Pursuing excellence in its academic core project of teaching and learning; research and community engagement.
- b. Developing and sustaining a progressive and inclusive institutional culture that its diverse stakeholders embrace and that exhibits a broad range of positive attributes. All these inculcate and nourish a sense of belonging and pride among students and staff
- c. Producing a pool of graduates relevant to the socio-economic needs of the country and thus readily employable whilst being conscious of their larger role as responsible citizens in South Africa's social transformation
- d. Attracting and retaining competent academic and support staff
- e. Operating as a truly comprehensive University in line with its government mandate
- f. Instituting and maintaining high levels of governance that are compliant with best practice and
- g. Providing and sustaining the requisite physical infrastructure and facilities to meet the needs of students and staff to realise quality performance.

The University of Venda shall be an institution of higher education where:

- a. The core business of teaching and learning, research and community engagement is executed within a constantly evolving and positively transforming environment whilst being socially and economically relevant
- b. Enhanced relevance and quality delivery of our core business underpin our ultimate transformation to a fully comprehensive university

- c. Diversity is valued and celebrated, ensuring that there is equitable treatment of all irrespective of race, gender, creed, disability status, sexual orientation, age, HIV status, ethnicity, language, nationality, religion and class. The University always strives to promote diversity in the composition of its student and staff bodies
- d. Active participation, inclusivity, socially cohesion, mutual respect, tolerance, compassion and accountability are the integral pillars of our institutional culture. Freedom of expression is always actively encouraged and promoted, ensuring that the fundamental human rights of all are not infringed upon
- e. Freedom of expression is always actively encouraged and promoted, ensuring that the fundamental human rights of all are not infringed upon
- f. Excellence in governance is always upheld and the University's limited resources are utilised effectively and efficiently to achieve our vision and mission
- g. Institutional autonomy and academic freedom are both recognised, promoted and when necessary actively defended in a dignified fashion, in line with the objective reality within which the University exists and operates
- h. At all times, stakeholders pursue the specific goals of our Integrated Transformation Plan and
- i. All stakeholders embrace collective responsibility and accountability for the transformation of the University.

Highlights of activities under Transformation agenda themes during 2020

Non-discrimination and diversity

Due to COVID-19, few activities on diversity at the University were done online. Many of the programmes were cancelled.

A workshop on student experiences during the pandemic was organised by the University. The workshop was titled: Online Learning and COVID-19: Challenges and Lessons for internationalisation. Students and staff participated in the programme which was facilitated by the Advisor at the International Education Association of South Africa (IEASA), Dr Samia Chasi and Dr Takalani Tshitangano, Senior Lecturer, School of Health Sciences on 5 October 2020 as an initiative from the University of Venda's Directorate of International Relations. The virtual workshop was aimed at exploring and diagnosing online learning and its potential for internationalisation in the wake of COVID-19. The webinar workshop explored the intersection of a public health emergency like COVID-19, the concept of internationalisation and the challenges and lessons associated with online learning for university students as well as academic and support staff. Specifically, the workshop sought to explore the opportunities and best practices that educators and learners in South Africa and across the globe can take away from the revolution that had been brought forth through online learning in the wake of COVID-19.

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Highlights of activities under Transformation agenda themes during 2020

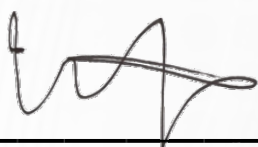
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DR NB NTHAMBELENI
VICE-CHANCELLOR AND
PRINCIPAL



MR MJ LEKGETHA
CHAIRPERSON OF
COUNCIL

Report of the Audit Committee

Audit and Risk Committee Charter

The Audit and Risk Committee has adopted a formal charter that has been approved by the University Council. The Committee has conducted its affairs in compliance with this charter and has discharged to a substantial extent its responsibilities contained therein. The overall purpose and objective of the Audit Committee is to assist Council in fulfilling its oversight responsibilities regarding financial reporting, internal control and management of financial risks, the audit process and the University's process for monitoring compliance with laws and regulations and its own code of ethics.

Audit Committee Members and Attendance at Meetings

The Committee consists of seven (7) independent members with the requisite skills and experience to serve on the Committee and meets at least four (4) times per annum as required by the Committee charter.

The University's Vice-Chancellor and Principal, Registrar, Deputy Vice-Chancellors Academic and Operations are ex-officio members of the committee.

Directors Finance, Information Technology (IT), Legal Services, Human Resources, Facilities Management, Quality Assurance, Communications, Internal and External auditor attend meetings by invitation as resource personnel.

During the financial year under review seven meetings, including two (2) joint Audit and Finance Committee Meetings, were held.

Roles and Responsibilities

Role of Audit and Risk Committee is to assist the Council in fulfilling its oversight responsibilities for the financial reporting process, the system of internal control, governance process, risk management, the audit process, and the University's process for monitoring compliance with laws and regulations and the code of conduct.

External Auditors

The Committee satisfied itself that the external auditor, Ngubane & Co., is independent of the University, and that the firm is accredited with the Independent Regulatory Board for Auditors (IRBA). It also considered the firm's compliance with criteria relating to independence or conflicts of interest as prescribed by the IRBA. The Committee subsequently recommended, for approval by Council, Ngubane & Co. as the external auditor for the 2020 financial year.

Internal Financial Control

In addition to the report on internal operational structures and controls set out in this Annual Report we have reviewed and discussed the formal reports submitted by the internal auditors of the University. Based on these reports and the limited internal control checks carried out as part of their statutory audit by the external auditors during the 2020 financial year and, in addition, considering information and explanations given by management, the Committee is of the opinion that the University's system of internal financial controls was effective and forms a basis for the preparation of reliable financial statements except for those identified in the report of external auditors.

Financial Statements (including accounting practices)

The Committee has reviewed the financial statements of the University and its subsidiaries and is satisfied that they comply with International Financial Reporting Standards (IFRS) and regulations for reporting by public higher education institutions.

Expertise and Experience of the Finance Function

The finance function is resourced and is currently going under review to ascertain if the current resources are still adequate.

Internal Audit

The Committee has considered and approved the internal audit plan for 2020 financial year. The internal audit function is responsible for reviewing and providing assurance on the adequacy and effectiveness of the internal control environment. The head of internal audit is responsible for reporting the findings of the internal audit work against the agreed internal audit plan to the Committee on a regular basis. The head of internal audit has direct access to the Committee.

Recommendation of the Annual Report for approval by Council

The Committee recommends the 2020 Annual Report for approval by the Council.



MRS MD MAKWARELA
DIRECTOR INTERNAL AUDIT AND RISK

O van Heerden

DR O Van HEERDEN
CHAIRPERSON: AUDIT AND RISK COMMITTEE

Annexure A

Annual Financial Review

Financial Results

The 2020 financial year was an anomalous year for the country in general and the University was not spared. The emergence and rapid global spread of the corona virus and the resultant lockdown that has been in place since 26 March 2020 have had a significant impact on University operations. The University was unable to conduct its business on campus as normal, prompting a migration to online teaching and learning. Support staff also had to carry on with their duties from home where it was possible, with only a small contingent of key personnel working from campus. This change in operations, although it was difficult, saw some savings in expense items for conferences, travel and subsistence, printing and paper, legal fees and other administration costs. We were unable to replace many vacancies in 2020 as recruitment processes also came to a halt for half of the year, resulting in some 10% savings against budgeted personnel costs.

ICT related expenditure, on the other hand, rose in 2020 as demand for connectivity and for connective devices grew with the requirement for remote learning and working. This increase in demand meant that we had to upgrade Wi-Fi connection points across campus, upgrade the network and procure data packages from service providers to take advantage of bulk discounts. We also invested in some new software packages to promote online learning and teaching. The University was fortunate to receive support from DHET to procure these devices and services for both our staff and students to limit contact and thus curb the spread of the virus.

Total income for the year was 5% lower than in 2019 despite a 4% increase in the Block Grant. Tuition income declined by a significant 19% year-on-year as a result of lower student enrollment numbers in 2020 compared to 2019, a situation that was exacerbated by students opting to drop out due to the lockdown. The academic year could not be completed on 31 December 2020 as a direct consequence of the disruption brought on by the lockdown and it was therefore extended to March 2021. This meant that, in compliance with IFRS 15 Revenue from contracts with customers, we had to defer R43 million worth of Tuition fee income into the new financial year, thus contributing to the downward pressure on fee income.

Income from student accommodation was also down by 13% as the residences could not be filled to capacity owing to some students opting to complete the academic year studying from home. The availability of outside accommodation as an alternative also put pressure on our ability to fill the University residences.

The University subsidiary, UIGC Group, also had subdued sales throughout their operations as economic activity came to a halt in 2020. The training business, a key source of revenue for the group, saw a significant decline in activity as employers were either closing down temporarily or reducing their staff complements to keep their businesses afloat. The other business lines ticked along but the group was left in a loss position once again in 2020. The directors of UIGC are reviewing this business to determine its future viability.

<i>Description</i>	2020 Rm	2019 Rm	Var	2018 Rm	Var	2017 Rm	Var	2016 Rm
<i>State subsidies</i>	909	849	7%	618	37%	511	21%	476
<i>Tuition and other fees</i>	459	565	(19%)	537	5%	475	13%	438
<i>Income from contracts</i>	37	92	(60%)	143	(35%)	-	-	-
<i>Sundry income</i>	17	1	(100%)	9	(88%)	87	90%	114
<i>Investment income</i>	45	40	13%	31	29%	36	(14%)	30
<i>Fair value adjustments</i>	3	4	(25%)	4	0%	3	33%	3
Total income	1,470	1,552	(5%)	1,342	16%	1,112	21%	1,061
<i>Personnel costs</i>	738	718	3%	672	7%	627	7%	541
<i>Expected credit losses</i>	42	130	(68%)	-	0%	-	0%	-
<i>Other operating expenses</i>	320	441	(27)	393	12%	423	(7%)	454
<i>Non-operating expenditure</i>	-	-	0%	6	(100%)	-	0%	-
<i>Finance costs</i>	10	10	0%	10	0%	9	11%	8
<i>Depreciation and amortisation</i>	186	110	69%	100	10%	106	-6%	57
Total expenditure	1,295	1,409	(8%)	1,181	19%	1,165	1%	1,060
Net surplus/(deficit)	175	143	22%	161	(11%)	(53)	(404%)	1

Table 1: Summary on profit and loss

Total assets increased by 9% year-on-year, which was driven by an increase in cash resources. The increase in cash resources is linked to the cost savings due to reduced activity on campus in 2020. PPE was 6% lower than 2019 as several assets were impaired during the last round of property valuations that were conducted by independent property valuers.

Equity is up 5% compared to 2019 due to the surplus in 2020, which is the highest it has been in the last 5 years. This was also a revaluation year, which also contributed to the higher asset value and equity.

Liabilities are 13% higher than 2019 partly because of grants that could not be fully utilised in 2020 due to the slower academic activities. This resulted in higher deferred revenue for 2020. In addition, there is some VAT liability emanating from the UIGC Group.

The audit findings from the 2019 financial year audit were addressed by the team and most of them were fully resolved. The University is fully committed to good governance and to adherence to all laws and regulations.

The external auditors, Ngubane & Co. were reappointed for the 2020 audit and MotlanaloInc. were retained to assist with internal audit.

Budget 2021

The University budget for 2021 was approved by Council on 26 November 2020. The approved budget consists of R1 477 million, expenditure of R1 395 and a surplus of R82 million. The key aim of the budget is to support the University's Strategic Plan while also building up reserves for future sustainability of the University into the future.

Debtors management

The University, like many in the market, is grappling with historical debt and collecting on it on the one hand; and current students whose families have lost their livelihoods and therefore can no longer afford to pay their fee accounts on the other hand. This situation has led to the deterioration in the quality of the book and the collectability thereon. It has a further adverse impact on graduating students who are unable to obtain their certificates due to unsettled fees.

We have had some sponsors such as the SETAs and companies coming in to assist students with their historical and current debt, but we still need more of this assistance in order to make a meaningful impact.

Investment management

The University has updated its investment strategy and will be implementing in 2021. We currently invest our funds in short term call accounts with various banks and we will be looking at medium to long term investment products in 2021 in line with policy.



Mr. LB Kraziya
Chief Financial Officer



Mrs. NB Mutheiwana
Chairperson: Finance
Committee

Annexure B



University of Venda
Creating Future Leaders

**University of Venda Consolidated Financial Statements
For the year ended 31 December 2020**

University of Venda

Consolidated Financial Statements for the year ended 31 December 2020

General Information

Country of incorporation and domicile	South Africa
Nature of business and principal activities	The University of Venda (Univen/the University) as an educational institution is primarily involved in tuition, research and community service in South Africa and beyond. Univen has a 100% owned subsidiary, the Univen Innovative Growth Company (UIGC). The UIGC has its own subsidiaries and an associate.
Registered office	University of Venda Private Bag X5050 Thohoyandou Limpopo Province 0950
Bankers	ABSA Bank Limited 76 Schoeman Street Polokwane 0699
Auditor	Ngubane & Co (Jhb) Inc. Registered Auditors

University of Venda

Consolidated Financial Statements for the year ended 31 December 2020

Index

	Page
Council's Responsibilities and Approval	4
Independent Auditors Report	5 - 12
Consolidated Statement of Financial Position	13
Consolidated Statement of Profit and Loss and Other Comprehensive Income	14
Consolidated Statement of Changes in Funds	15
Consolidated Statement of Cash Flows	16
Accounting Policies	17- 34
Notes to the Financial Statements	35 – 68

University of Venda

Consolidated Financial Statements for the year ended 31 December 2020

Council and Committee Members

Name	Council Member	Audit	Finance	Risk Management	Human Resources	Student Affairs	Appeals
Mr MJ Lekgetha	Chairperson						
Ms NV Makhari	Deputy Chairperson	Member					Member
Dr O van Heerden	Member	Chairperson					
Mrs NB Mutheiwana	Member		Chairperson				
Dr N Maharaj	Member			Chairperson			
Mr BP Thompson	Member				Chairperson		
Mr ME Selomo	Member					Chairperson	Member
Ms F Osman	Member	Member	Member				
Mr MN Mangena	Member				Member		Chairperson
Mr T Telite	Member	Member				Member	
Dr NR Mbhele	Member				Member	Member	Member
Mr CV Gamede	Member				Member		
Mr AS Tshifhango	Member					Member	
Mr. MPK Tshivhase	Member					Member	
Mr MI Mphaphuli	Member				Member		
Mr ML Mashilane	Member		Member				
Prof S Mosoetsa	Member		Member		Member		
Mr SB Mampeule	Member				Member		Member
Dr RL Martin	Member	Member	Member	Member	Member	Member	
Prof JE Crafford	Member	Member	Member	Member	Member	Member	
Dr NB Nthambeleni	Member	Member	Member	Member	Member	Member	
Mr G Chauke	Member						
Mr Y Mxaku ¹	Member						
Mr S Mavhungu ²	Member						
Mr JAM Mogashoa	Member				Member		
Mr AD Maphiswana	Member				Member		
Mr ND Tshithavhane	Member				Member		
Dr NS Nethengwe	Member						
Prof T van der Walt	Member						
Adv EN Lambani	Secretary	Secretary	Secretary		Secretary	Secretary	
Mr LB Kraziya	Member	Member	Member	Member	Member	Member	

1. Served until 8 December 2020
2. Joined on 9 December 2020

University of Venda

Consolidated Financial Statements for the year ended 31 December 2020

Council's Responsibilities and Approval

The Council is responsible for the preparation and fair presentation of the consolidated financial statements, comprising the consolidated statement of financial position at 31 December 2020, consolidated statement of profit and loss and other comprehensive income, consolidated statement of changes in funds and consolidated statement of cash flows for the year then ended, and the notes to the consolidated financial statements, which include a summary of significant accounting policies and other explanatory notes, in accordance with International Financial Reporting Standards ("IFRS") and the requirements of the Minister of Higher Education, Science and Innovation, as prescribed by section 41 of the Higher Education Act, 1997 (Act No. 101 of 1997), as amended.

The Council's responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of these consolidated financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

The Council's responsibility also includes maintaining adequate accounting records and an effective system of risk management as well as the preparation of the supplementary schedules included in these consolidated financial statements.

The Council has reviewed the University's cash flow forecast for the year to 31 December 2021 and, in light of this review and the current financial position, they are satisfied that the University has or had access to adequate resources to continue in operational existence for the foreseeable future.

The Council is not aware of any post balance sheet events after the reporting period which may have a material effect on the amounts and disclosures in the consolidated financial statements except as disclosed in note 38 to the consolidated financial statements.

The auditor is responsible for reporting on whether the consolidated financial statements are fairly presented in accordance with the applicable financial reporting framework.

Approval of financial statements

The consolidated financial statements set out on pages 13 to 68 which have been prepared on the going concern basis, were approved by the Council on 14 September 2021 and are signed on its behalf by:



Mr. L. B. Kraziya
Chief Financial Officer



Mrs. N. B. Mutheiwana
Chairperson of Finance Committee



Mr. J. M. Lekgetha
Chairperson of Council



Dr. N. B. Nthambeleni
Vice Chancellor and Principal



Dr. O. van Heerden
Chairperson of Audit Committee

Independent auditor's report to Minister of Higher Education, Science and Innovation and the Council on University of Venda

Report on the audit of the consolidated financial statements for the year ended 31 December 2020

OPINION

1. We have audited the consolidated financial statements of the University of Venda and its subsidiaries (the group) set out on pages 13 to 68, which comprise the consolidated statement of financial position as at 31 December 2020, the consolidated statement of profit or loss and other comprehensive income, statement of changes in funds, and statement of cash flows for the year then ended, as well as notes to the consolidated financial statements, including a summary of significant accounting policies.
2. In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of the University of Venda as at 31 December 2020, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Higher Education Act of South Africa, 1997 (Act No. 101 of 1997).

CONTEXT FOR THE OPINION

3. We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the consolidated financial statements section of our report.
4. We are independent of the University in accordance with Independent Regulatory Board for Auditors' *Code of Professional Conduct for Auditors* (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (Including International Independence Standards)*.
5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

EMPHASIS OF MATTER

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

MATERIAL IMPAIRMENT

7. As disclosed in Note 5 to the consolidated financial statements there was significant impairment on property, plant and equipment to the amount of R130 303 760 (2019: R46 166 000).
8. As disclosed in note 11 to the consolidated financial statements, material provision for credit losses to the amount of R225 604 000 (2019: R190 293 000) was raised to provide for irrecoverable student debtors.

LAND

9. We draw attention to note 5 to the consolidated financial statements which indicate that there are land parcels belonging to the university which have not yet been transferred to the university at the deed's office. There are also land parcels belonging to other parties currently registered in the university's name.

RESTATEMENT OF CORRESPONDING FIGURES

10. As disclosed in note 44 to the consolidated financial statements, the corresponding figures for 31 December 2019 were restated as a result of errors in the consolidated financial statements of the University at, and for the year ended, 31 December 2020.

SIGNIFICANT UNCERTAINTIES

11. With reference to note 36 to the consolidated financial statements, the university has a number of court cases in which the university is either a plaintiff or a defendant. The ultimate outcome of the matters could not be determined and no provision for any liability that may result was made in the consolidated financial statements.

RESPONSIBILITIES OF COUNCIL FOR THE CONSOLIDATED FINANCIAL STATEMENTS

12. The council is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards and the requirements of the Higher Education Act, and for such internal control as the council determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.
13. In preparing the consolidated financial statements, the council is responsible for assessing the University's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the accounting authority either intends to liquidate the University or to cease operations, or has no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS

14. Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a

guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

15. A further description of our responsibilities for the audit of the consolidated financial statements is included in the annexure to this auditor's report.

Report on the audit of the annual performance report

INTRODUCTION AND SCOPE

16. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, we have a responsibility to report on the usefulness and reliability of the reported performance information against predetermined objectives for selected objectives presented in the annual performance report. We performed procedures to identify material findings but not to gather evidence to express assurance.
17. Our procedures address the usefulness and reliability of the reported performance information, which must be based on the university's approved performance planning documents. We have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. Our procedures do not examine whether the actions taken by the university enabled service delivery. Our procedures do not extend to any disclosures or assertions relating to the extent of achievements in the current year or planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, our findings do not extend to these matters.
18. We evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected objective presented in the university's annual performance report for the year ended 31 December 2020:

Objectives	Pages in the annual performance report
Strategic objective 1 – Conversion to a comprehensive university	58 - 62

19. We performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents. We performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.
20. We did not identify any material findings on the usefulness and reliability of the reported performance information for the above-mentioned objective.

ACHIEVEMENT OF PLANNED TARGETS

21. Refer to the annual performance report on pages 56 to 79 for information on the achievement of planned targets for the year and management's explanations provided for the under achievement of targets.

Report on the audit of compliance with legislation

INTRODUCTION AND SCOPE

22. In accordance with the PAA and the general notice issued in terms thereof, we have a responsibility to report material findings on the university's compliance with specific matters in key legislation. We performed procedures to identify findings but not to gather evidence to express assurance.
23. The material findings on compliance with specific matters in key legislation are as follows:

ANNUAL FINANCIAL STATEMENTS

24. The consolidated financial statements submitted for auditing were not prepared in accordance with International Financial Reporting Standards as required by Regulation 7(4)(b)(xii) of the Regulations for Reporting by Public Higher Education Institutions issued in terms of sections 41 of the Higher Education Act.
25. Material misstatements of non-current assets, current assets, liabilities, revenue, expenditure and disclosure items identified by the auditors in the submitted consolidated financial statements were corrected subsequently, resulting in the consolidated financial statements receiving an unqualified audit opinion.

Other information

26. The accounting authority is responsible for the other information. The other information comprises the information included in the annual report, which includes report of the chairperson of the council, report of the Vice Chancellor, report of the Senate of Council, report of the institutional forum of the Council, the statement of the Finance Executive Manager and the Chairperson of the Finance Committee on the financial results and the Audit Committee's report. The other information does not include the consolidated financial statements, the auditor's report and those selected objectives presented in the annual performance report that have been specifically reported in this auditor's report.
27. Our opinion on the consolidated financial statements and our findings on the reported performance information and compliance with legislation do not cover the other information and we do not express an audit opinion or any form of assurance conclusion on it.
28. In connection with our audit, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements and the selected objectives presented in the annual performance report, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

29. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Internal control deficiencies

30. We considered internal control relevant to our audit of the consolidated financial statements, reported performance information and compliance with applicable legislation however, our objective was not to express any form of assurance on it. The matters reported below are limited to the significant internal control deficiencies that resulted in the findings on compliance with legislation included in this report.

31. Management did not always provide the required supervision and review over operations to ensure compliance with the accounting reporting framework.

32. The consolidated financial statements are not adequately reviewed for accuracy and completeness by the council as the consolidated financial statements submitted for audit contained numerous material misstatements, which were subsequently corrected.

Other matter

33. We draw attention to the matter below. Our opinion is not modified in respect of this matter

34. The financial statements of UNIVEN Income Generation Centre, a subsidiary of the University were audited by another practitioner, SNG Grant Thornton.

Other reports

35. We draw attention to the following engagements conducted by various parties which had, or could have, an impact on the matters reported in the University's consolidated financial statements, reported performance information, compliance with applicable legislation and other related matters. These reports did not form part of our opinion on the consolidated financial statements or our findings on the reported performance information or compliance with legislation.

36. Agreed upon procedures engagements performed for the University of Venda during the period under review:

- As requested by the University, an engagement was conducted on the grant received and expenditure incurred specific to the grant allocation letter from the Department of Higher Education and Training regarding the 2020/21 Capacity Development Grant. The report covered the period 1 January 2020 to 31 December 2020 and was issued on 04 June 2021.
- As requested by the University, an engagement was conducted on the grant received and expenditure incurred specific to the grant allocation letter from the National Research Foundation. The report covered the period 1 January 2020 to 31 December 2020 and was issued on 12 March 2021.

- As requested by the University, an engagement was conducted on the grant received and expenditure incurred specific to the grant allocation letter from the Department of Higher Education and Training regarding the 2020/21 Clinical Training Grant. The report covered the period 1 April 2020 to 31 March 2021 and the report was issued on 04 June 2021.
- As requested by the University, an engagement was conducted on the grants received and expenditure incurred specific to the grant allocation letters from the Department of Higher Education and Training regarding the 2016 Infrastructure and Efficiency Funded Projects. The reports covered the period 1 April 2020 to 31 March 2021 and the report was issued on 04 June 2021.
- As requested by the University, an engagement was conducted on the grant received and expenditure incurred specific to the grant allocation letter from the Department of Higher Education and Training regarding the 2020/21 New Generation Academics (NGAP) Programme. The report covered the period 1 April 2020 to 31 March 2021 and the report was issued on 06 September 2021.
- As requested by the University, an engagement was conducted on the grant received and expenditure incurred specific to the grant allocation letter from the Department of Higher Education and Training regarding the 2020/21 Historical Disadvantaged Institutions Development Grant. The report covered the period 1 April 2020 to 31 March 2021 and the report was issued on 04 June 2021.
- As requested by the University, an engagement was conducted on the grant received and expenditure incurred specific to the grant allocation letter from the Department of Higher Education and Training regarding the 2020/20 Foundation Programme. The report covered the period 1 April 2020 to 31 March 2021 and the report was issued on 04 June 2021.
- As requested by the University, an engagement was conducted on the research output journals to be claimed as grant from the department of higher education and training. The report covered the period 1 January 2020 to 31 December 2020 and the report was issued on 31 May 2021.
- As requested by the University, an engagement was conducted on the COVID 19 Grant arranged by the department of higher education and training. The report covered the period 1 January 2020 to 31 December 2020 and the report was issued on 31 May 2021.
- As requested by the University, an engagement was conducted on the HEMIS information. The report covered the period 1 January 2020 to 31 December 2020 and the audit is still in progress.
- As requested by the University, an engagement was conducted on the Clinical grant head count enrolment. The report covered the period 1 April 2020 to 31 March 2021 and the report is yet to be issued.

Auditor tenure

37. In terms of the IRBA rule published in *Government gazette number 39475* dated 4 December 2015, we report that Ngubane & Co. (Jhb) Inc. has been the auditor of University of Venda for 4 years.

Ngubane & Co. (Jhb) Inc.

Ngubane & Co. (Jhb) Inc.

Per: James Gondo – CA(SA)

Director

Registered Auditor

23 September 2021

ANNEXURE – AUDITOR’S RESPONSIBILITY FOR THE AUDIT

1. As part of an audit in accordance with the ISAs, we exercise professional judgement and maintain professional scepticism throughout our audit of the consolidated financial statements, and the procedures performed on the reported performance information for selected objectives and on the University’s compliance with respect to the selected subject matters.

CONSOLIDATED FINANCIAL STATEMENTS

2. In addition to our responsibility for the audit of the consolidated financial statements as described in this auditor’s report, we also:
 - identify and assess the risks of material misstatement of the consolidated financial statements whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control
 - obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University’s internal control
 - evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the council.
 - conclude on the appropriateness of the council’s use of the going concern basis of accounting in the preparation of the consolidated financial statements. We also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the University of Venda and its subsidiaries to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the consolidated financial statements about the material uncertainty or, if such disclosures are inadequate, to modify our opinion on the consolidated financial statements. Our conclusions are based on the information available to us at the date of this auditor’s report. However, future events or conditions may cause University to cease operating as a going concern
 - evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and determine whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation
 - obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion

COMMUNICATION WITH THOSE CHARGED WITH GOVERNANCE

3. We communicate with the accounting authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

University of Venda

Consolidated Financial Statements for the year ended 31 December 2020

Consolidated Statement of Financial Position

	Notes	2020 R' 000	2019 R' 000 Restated
Assets			
Non-Current Assets			
Property, plant and equipment	5	2 300 285	2 453 686
Intangible assets	6	4 173	8
Right-of-use assets	7	-	4 104
Investments in associate	8	679	926
Investments at fair value	9	916	1 262
Trade and other receivables	11	4 150	4 150
		2 310 203	2 464 136
Current Assets			
Investments at fair value	9	60 860	57 616
Inventories	10	22 643	1 670
Trade and other receivables	11	220 224	231 884
Non-current assets held for sale	42	1 429	-
Cash and cash equivalents	12	1 646 745	1 149 342
		1 951 901	1 440 512
Total Assets		4 262 104	3 904 648
Equity and Liabilities			
Equity			
Asset revaluation reserves		839 425	963 154
Unrestricted funds		885 082	676 125
Restricted funds		207 146	207 146
		1 931 653	1 846 425
Liabilities			
Non-Current Liabilities			
Borrowings	13	246 998	264 159
Post-retirement medical obligation	14	77 871	84 251
Leave obligation	16	16 928	15 764
Long service awards	17	2 166	1 761
Deferred income	19	1 299 270	1 057 909
		1 643 233	1 423 844
Current Liabilities			
Borrowings	13	17 161	16 951
Post-retirement medical obligation	14	2 835	3 124
Bank overdraft	15	479	884
Leave obligation	16	12 507	17 592
Long service awards	17	264	196
Lease liability	18	-	4 429
Deferred income	19	169 673	133 925
Trade and other payables	20	481 988	454 375
Provision	21	1 300	1 300
Tax payable	22	1 011	1 603
		687 218	634 379
Total Liabilities		2 330 451	2 058 223
Total Equity and Liabilities		4 262 104	3 904 648

University of Venda

Consolidated Financial Statements for the year ended 31 December 2020

Consolidated Statement of Profit & and Loss and Other Comprehensive Income

		Council Controlled Funds	Specifically Funded Activities	Sub-Total	Student & Staff Accommodation	2020	2019 Restated
	Notes	Unrestricted	Restricted		Unrestricted		
		R'000	R'000	R'000	R'000	R'000	R'000
TOTAL INCOME		1 195 978	184 718	1 380 696	41 661	1 422 357	1 507 766
Income from contracts	23	1 443	35 575	37 018	-	37 018	92 423
Tuition and other fee income	24	419 517	-	419 517	39 582	459 099	565 480
State subsidies and grants	19	760 140	149 143	909 283	-	909 283	848 740
Private gifts and services	25	604	-	604	-	604	187
Other income	26	14 274	-	14 274	2 079	16 353	936
TOTAL EXPENDITURE		1 072 712	184 718	1 257 430	23 530	1 280 960	1 396 545
Depreciation, amortisation and impairments	27	185 592	-	185 592	-	185 592	109 809
Expected credit losses and bad debts written off	11	42 262	-	42 262	-	42 262	129 855
Personnel costs	28	694 194	22 256	716 450	20 040	736 490	717 941
Academic professional		347 766	18 826	366 592	-	366 592	358 598
Other personnel		346 428	3 430	349 858	20 040	369 898	359 343
Other operating expenses	29	150 664	162 462	313 126	3 490	316 616	438 940
OPERATING SURPLUS		123 266	-	123 266	18 131	141 397	111 221
NET INVESTMENT INCOME		37 637	-	37 637	-	37 637	34 057
Investment income	30	48 079	-	48 079	-	48 079	44 422
Finance costs	31	(10 442)	-	(10 442)	-	(10 442)	(10 365)
NON-RECURRENT EXPENDITURE		(3 851)	-	(3 851)	-	(3 851)	(2 523)
Loss on sale of assets		(3 604)	-	(3 604)	-	(3 604)	(2 075)
Share of loss in associate	8	(247)	-	(247)	-	(247)	(448)
SURPLUS FOR THE YEAR		157 052	-	157 052	18 131	175 183	142 755
OTHER COMPREHENSIVE INCOME							
Items that will not be subsequently reclassified to profit or loss							
		(83 136)	-	(83 136)	-	(83 136)	(1 227)
Actuarial gains/(losses) ¹		14 101	-	14 101	-	14 101	(1 227)
Revaluation of buildings	5	(97 237)	-	(97 237)	-	(97 237)	-
TOTAL COMPREHENSIVE INCOME		73 915	-	73 915	18 131	92 046	141 528

1. Actuarial gains/(losses) relate to post employment medical aid (note 14), leave (note 16) and long service awards (note 17) obligations.

University of Venda

Consolidated Financial Statements for the year ended 31 December 2020

Consolidated Statement of Changes in Funds

	Notes	Restricted Funds R' 000	Unrestricted funds R' 000	Revaluation reserves R' 000	Total R' 000
Opening balance 01 January 2019		207 146	526 392	978 193	1 711 731
Correction of prior period errors		-	(6 834)	-	(6 834)
Balance at 01 January 2019 restated		207 146	519 558	978 193	1 704 897
Other comprehensive income		-	(1 227)	-	(1 227)
Surplus for the period		-	142 755	-	142 755
Transfer between reserves		-	15 039	(15 039)	-
Balance at 01 January 2020		207 146	676 125	963 154	1 846 425
Surplus for the period		-	175 183	-	175 183
Other comprehensive income		-	14 101	(97 237)	(83 136)
Other movement		-	(6 818)	-	(6 818)
Transfer between reserves		-	26 492	(26 492)	-
Balance at 31 December 2020		207 146	885 082	839 425	1 931 653

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Consolidated Statement of Cash Flows

	Notes	2020 R' 000	2019 R' 000 Restated
Cash flows from operating activities			
Cash generated from operations	33	609 574	493 137
Taxation paid	43	(716)	-
Net cash from operating activities		608 858	493 137
Cash flows from investing activities			
Purchase of property, plant and equipment	5	(110 838)	(148 510)
Purchase Intangible assets	6	(4 173)	-
Borrowing costs capitalised to PPE	5	(19 519)	(27 357) ¹
Proceeds on disposal of property, plant and equipment		7	4 912
Investment in High Income Fund	9	-	(10 000) ²
Finance income	30	45 181	40 620
Net cash from investing activities		(89 342)	(140 336)
Cash flows from financing activities			
Borrowings paid		(16 951)	(18 891)
Overdraft (repaid)/ acquired		(405)	884 ³
Finance costs	31	(95)	(41) ⁴
Repayment of finance costs on lease liability		(234)	(909)
Lease payments		(4 429)	(6 609)
Net cash from financing activities		(22 114)	(25 566)
Total cash movement for the period		497 403	327 235
Cash at the beginning of the period		1 149 342	822 107
Total cash at end of the period	12	1 646 745	1 149 342

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Corporate information

University of Venda (Univen/the University) is a comprehensive rural based university, incorporated and domiciled in South Africa.

The consolidated financial statements for the period ended 31 December 2020 were authorised for issue in accordance with a resolution of the Council on 14 September 2021.

1. Accounting Policies

1.1. Statement of Compliance

The consolidated financial statements of University of Venda are prepared in accordance with International Financial Reporting Standards ("IFRS") as issued by the International Accounting Standards Board and Interpretation issued by the International Financial Reporting Interpretation Committee. In addition, financial statements are in accordance with Higher Education Act of South Africa (Act No 101 of 1997) as prescribed by the Minister of Higher Education, Science and Innovation.

1.2. Basis of preparation and summary of significant accounting policies

The consolidated financial statements are prepared under the historical cost basis, except where stated otherwise (refer to accounting policies). The principal accounting policies adopted in the preparation of these financial statements are set out below and are consistent with those of the previous year, except where otherwise indicated.

1.2.1. Going concern

The Council have, at the time of approving the consolidated financial statements, a reasonable expectation that the University has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.2.2. Functional currency

The consolidated financial statements are presented in South African Rand, which is the University's functional currency, rounded to the nearest thousand.

1.2.3. Basis of consolidation

The consolidated financial statements incorporate the financial statements of the University and entities controlled by the University (its subsidiaries) made up to 31 December each year. Control is achieved when the University:

- Has the power over the investee;
- Is exposed, or has rights, to variable returns from its involvement with the investee; and
- Has the ability to use its power to affects its returns.

The University reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control listed above.

Controlled entities are consolidated from the date on which effective control is transferred to the University.

All inter-entity transactions, balances and unrealised surpluses and deficits are eliminated. Where necessary, accounting policies for controlled entities have been changed to ensure consistency with the policies adopted by the University.

The consolidated annual financial statements incorporate the assets, liabilities and operations of the following University controlled entities:

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

Entity	Nature of ownership
The Univen Innovative Growth Company (Pty) Ltd (UIGC)	A wholly owned subsidiary of the University of Venda
UIGC Securities (Pty) Ltd	A wholly owned subsidiary of UIGC
UIGC Travel (Pty) Ltd	A wholly owned subsidiary of UIGC
UIGC Garcle Services (Pty) Ltd	A wholly owned subsidiary of UIGC
University of Venda Foundation Trust	A wholly owned subsidiary of the University of Venda

The financial statements of related entities are consolidated from the date on which the University acquires effective control, up to the date that such effective control ceases. The University controls an entity when it is exposed or has rights to variable returns from its involvement with the entity and can affect those returns through its power over the entity. All inter-entity transactions, balances and unrealised surpluses and deficits are eliminated. Where necessary, appropriate adjustments are made to the accounting policies of subsidiaries on consolidation to ensure consistency with the policies adopted by the University.

The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the university controls another entity.

1.2.4. Loss of Control

On the loss of control, the university derecognises the assets and liabilities of the subsidiary, any non-controlling interests and the other components of equity related to the subsidiary. Any surplus or deficit arising on the loss of control is recognised in profit or loss. If the university retains any interest in the previous subsidiary, then such interest is measured at fair value at the date that control is lost. Subsequently it is accounted for as an equity accounted investee or as fair value through profit and loss financial asset depending on the level of influence retained.

1.2.5. Separate Activities reporting and accumulated funds

The format of the consolidated statement of profit and loss and other comprehensive income is designed to disclose separately the income and expenditure of its primary activities, being teaching, learning and research (restricted and unrestricted funding), accommodation (unrestricted funding) and income related to restricted and designated funds. Revenue is recognised according to accounting policies described in 1.15.

1.2.5.1. Specifically funded activities restricted (Education and general)

Restricted funds of a public higher education institution are those funds that may be used only for the purposes that have been specifically specified in legally binding terms by a provider of such funds or by another legally empowered person. Council retains an oversight role regarding ensuring that expenditure incurred is in accordance with the mandate received from funders.

1.2.5.2. Unrestricted Council controlled funds

Unrestricted funds of a public higher education institution are those funds that fall within the control of its council and does not include restricted funds or designated funds.

1.2.5.3. Restricted use funds (Residences)

Accommodation funds consist of student housing activities. These activities are not funded from government subsidy funds. Decision-making rights relating to income earned rests with Council. However, the use of income is restricted to these activities.

1.3. Critical Accounting Judgments and Key Estimation Uncertainties

The preparation of these consolidated financial statements requires management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the year in which the estimates are revised and in any future years affected.

1.3.1. Residual values and useful lives of assets

The residual values and useful lives of assets are reviewed, and adjusted, if appropriate, at the end of each reporting period. Any changes in useful lives, are accounted for as a change in estimate (prospectively) with the depreciation charge adjusted in the current year.

The useful lives of movable assets are determined based on university replacement policies for the various assets. The university makes use of independent experts in determining the estimated remaining useful lives for immovables. The residual values for movables are determined based on amounts recoverable from the disposal of similar assets at the end of their useful life.

1.3.2. Provision for credit losses – receivables

The University applies the IFRS 9 *Financial Instruments* simplified approach to measure expected credit losses which uses a lifetime expected loss allowance for all trade receivables. Refer to credit risk note 11 for detailed workings of impairment of trade receivables.

The carrying amount of trade and other receivables as at 31 December 2020 is R224,4 million (2019: R236,0 million) after providing for expected credit losses amounting to R225,6 million (2019: R190,3 million) (see note 11).

1.3.3. Deferred revenue

The University of Venda recognises private grants received to compensate for expenses incurred as income. The grants are often subject to various requirements and therefore each grant is recognised over a specific period under the terms of the grant. In several instances, the contract's terms do not explicitly determine that unspent amounts are refundable, but the nature of the grants and historic experience necessitated the deferral of unspent amounts to deferred income.

Grants received are therefore limited to the expenses and the balance is recognised as deferred grant liability in the statement of financial position. Grants obtained to reimburse expenses incurred, are analysed on a 'portfolio' basis by grouping similar grants together. The deferral of income therefore necessitates a degree of judgment by management. The carrying amount of deferred revenue as at 31 December 2020 was R1,469 million (2019: R1,192 million).

1.3.4. Discount rate used in actuarial valuations

The University's post-employment medical leave obligation and long service awards obligations are discounted at a rate set by reference to market yields at the end of the reporting period on high quality corporate bonds. It is difficult to estimate what impact the Covid-19 pandemic is likely to have on the University's liabilities at this stage. There is still much uncertainty about how it will affect mortality in the medium to long term, and what effect treatments and/or vaccines will have.

Long-term government bond yields (which drive the discount rate) changed dramatically near the start of the pandemic, which was also around the time of the country's ratings downgrade. This pushed up the net discount rate, thus reducing the liability.

1.3.5. Post-retirement medical obligation

The post-employment medical obligation is determined by an actuarial valuation at the end reporting period. The actuarial valuation involves assumptions and professional judgment by the actuary. Refer to note 14 for the detailed assumptions and amounts recognised for post-employment medical at 31 December 2020.

1.3.6. Long service award obligation

The long service award obligation is determined by an actuarial valuation at the end of each reporting period. The actuarial valuation involves assumptions and professional judgment by the actuary. Refer to note 17 for the detailed assumptions and amounts recognised for the long service award obligation at 31 December 2020.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

1.3.7. Revaluation surplus

In estimating the fair value of land and buildings, the University uses the depreciated net replacement cost method as there are no observable market prices for these assets. The University engages third party qualified valuers to perform the valuation. The qualified external valuers establish the appropriate valuation techniques and inputs to the model. Refer to note 5 for the detailed assumptions and amounts recognised for revaluation at 31 December 2020.

1.4. Foreign Currency Transactions

Foreign currency transactions are accounted for at spot rates, being the exchange rates prevailing at the dates of the respective transactions. Gains and losses arising from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies, are recognised in the consolidated statement of profit and loss in the year in which they arise. Assets and liabilities designated in foreign currencies at the consolidated statement of financial position date is translated at the rates of exchange ruling at the reporting date.

1.5. Property, plant and equipment

Property, plant and equipment (PPE) include land, buildings, work in progress, other infrastructure assets, motor vehicles, computer equipment, office equipment and other equipment. Land comprises university land, land with the residential houses and vacant land. Buildings comprise mainly lecture halls and facilities, student residences, staff residences and administrative offices. Other infrastructure assets include internal roads, streets, walkways and parking.

Recognition and Measurement

Assets are recognised upon purchase and when it is probable that future economic benefits associated with the assets will flow to the University and the cost of the asset can be measured reliably.

An item of PPE shall be measured at cost at initial recognition. The cost of the asset is the amount of cash paid or the fair value of consideration given to acquire an asset at acquisition date, including all costs involved in acquiring the asset. An item of PPE acquired by means of a donation is recorded at fair value at the date of the donation. The University policy is to capitalise PPE items with a life expectancy of more than one year and the cost thereof exceeds R5,000. The cost of self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use and the directly attributable to borrowing costs.

Subsequent measurement

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the University and the cost of the item can be measured reliably. The carrying amount of the replaced part is de recognised.

All other repairs and maintenance costs are charged to the statement of profit and loss and other comprehensive income during the financial period in which they are incurred.

Land is stated in the statement of financial position at revalued amounts, being the fair value at the date of revaluation.

Buildings and other infrastructure assets are stated in the statement of financial position at revalued amounts, being the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Work in progress includes all expenditure that is directly attributable to the construction of PPE, until the construction is completed, and an occupation certificate is issued. Work in progress is capitalised when the asset is available for use and only depreciated once the building is available for occupation. Properties during construction are carried at cost, less any recognised impairment loss. Costs includes professional fees and, for qualifying assets, borrowing costs capitalized in accordance with University accounting policy. Depreciation of these assets, determined on the same basis as other property assets, commences when the asset is ready for occupation.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

Other items of property, plant and equipment are stated at historical cost less accumulated depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Revaluation

Land and buildings are revalued by independent professional valuers every 3 years. Revaluations are carried out with sufficient regularity such that the carrying amounts do not differ materially from those that would have been determined using fair values at the end of each reporting period. When assets are revalued, any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset. The net amount is then restated to the revalued amount of the asset.

Any revaluation increase arising on the revaluation of such land and buildings is recognised in other comprehensive income and accumulated in equity, except to the extent that it reverses a revaluation decrease previously recognised in profit or loss, in which case the increase is credited to profit or loss to the extent of the decrease previously expensed.

A decrease in the carrying amount arising on the revaluation of such land and buildings is recognised in profit or loss to the extent that it exceeds the balance, if any, held in the revaluation reserve relating to that asset.

Asset revaluation reserve

This reserve relates to the revaluation of land and buildings.

The surplus arising from the revaluation of land and building is transferred to unrestricted use funds as the asset is used by the University. The amount of the surplus transferred would be the difference between depreciation based on the revalued carrying amount of the asset and depreciation based on the asset's original cost.

Transfers from revaluation surplus to unrestricted use funds are not made through profit or loss.

Depreciation

Land is not depreciated as it is deemed to have an indefinite useful life.

Depreciation on other assets is calculated using the straight-line method to allocate their cost or revalued amounts to their residual values over their estimated useful lives. The estimated useful life, residual value and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in accounting estimate accounted for on a prospective basis. Depreciation is charged to profit or loss for the period. The depreciation rates are as follows:

Category	2020	2019
Land	Infinite	Infinite
Buildings	10 – 100 years	10 – 100 years
Streetlights	10 years	10 years
Motor vehicles	4-10 years	4-5 years
Computers, servers, and network infrastructure	3-10 years	3 years
Furniture and fixtures	5-10 years	5-10 years
Air conditioners	10 years	10 years
Other equipment	3-20 years	3-20 years

The asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

De-recognition

The carrying amount of an item of property, plant and equipment is derecognized on disposal; or when no future economic benefits are expected from its use or disposal.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

On disposal of an item of property, plant and equipment, any amount in revaluation reserve relating to that asset is transferred to retained funds directly.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised within profit or loss in the statement of comprehensive income.

Recognition and measurement of impairment

An impairment loss is the amount by which the carrying amount of an asset exceeds its recoverable amount. At the end of each reporting date, the University reviews the carrying amount of its tangible assets to determine whether there is an indication that those assets have suffered an impairment loss. If such indication exists, the recoverable amount of the individual asset is estimated in order to determine the extent of impairment loss. An impairment loss is recognized for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use.

For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units).

The impairment loss is recognised in profit or loss, unless the asset is carried at revalued amount in accordance with IAS 16 *Property, Plant and Equipment*. When an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimates of the recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for asset in the prior period.

Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with IAS 16 *Property, Plant and Equipment*.

1.6. Intangible assets

Acquired computer software licenses are capitalised based on the costs incurred to acquire and bring the specific software to use. These costs are amortised over their estimated useful lives of three years, on the straight-line basis.

1.7. Accounting for leases

The University assesses whether a contract is or contains a lease, at inception of a contract.

The University recognises a right-of-use asset and a corresponding lease liability with respect to all lease agreements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets. For these leases, the University recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the University uses its incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise:

- fixed lease payments (including in-substance fixed payments), less any lease incentives.
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date.
- the amount expected to be payable by the lessee under residual value guarantees.
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease if the lease term reflects the exercise of an option to terminate the lease.

The lease liability is presented as a separate line in the statement of financial position.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect the lease payments made.

The University remeasures the lease liability (and makes a corresponding adjustment to the related right-of-use asset) whenever:

- the lease term has changed or there is a change in the assessment of exercise of a purchase option, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.
- the lease payments change due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is remeasured by discounting the revised lease payments using the initial discount rate (unless the lease payments change is due to a change in a floating interest rate, in which case a revised discount rate is used).
- a lease contract is modified, and the lease modification is not accounted for as a separate lease, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.

The University did not make any such adjustments during the periods presented.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

The costs are included in the related right-of-use asset, unless those costs are incurred to produce inventories.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. If a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the University expects to exercise a purchase option, the related right-of-use asset is depreciated over the useful life of the underlying asset. The depreciation starts at the commencement date of the lease.

The right-of-use assets are presented as a separate line in the statement of financial position.

The University applies IAS 36 *Impairment of Assets* to determine whether a right-of-use asset is impaired and accounts for any identified impairment loss.

1.8. Investment in Associates

Associates are all entities over which the University has significant influence but not control generally accompanying a share holding of between 20% and 50%. Investments in associates are accounted for using the equity method of accounting and are initially recognised at cost.

The University's share of its associates' post-acquisition profits or losses is recognised in the statement of profit or loss and comprehensive income, and its share of post-acquisition movements in reserves is recognised in reserves. The cumulative post-acquisition movements are adjusted against the carrying amount of the investment.

When the University's share of losses in an associate is equal to or exceeds its interest in the associate, including any other unsecured receivables, the University does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate.

Unrealised gains on transactions between the University and its associates are eliminated to the extent of the University's interest in the associates. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred. Accounting policies of associates have been changed where necessary to ensure consistency with the policies adopted by the University.

1.9. Taxation

The University is exempt from income tax in terms of Section 10(1)(cN) of the Income Tax Act. Subsidiary entities are not exempt from tax and are liable for normal South African Income Tax. The University and its subsidiaries are, however, registered as VAT vendors in terms of the VAT Act.

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

1.9.1. Current tax assets and liabilities

Current tax for current and prior periods is, to the extent unpaid, recognised as a liability. If the amount already paid in respect of current and prior periods exceeds the amount due for those periods, the excess is recognised as an asset. Current tax liabilities (assets) for the current and prior periods are measured at the amount expected to be paid to (recovered from) the tax authorities, using the tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period. Current tax assets and current tax liabilities are only be offset in the statement of financial position if the University or its subsidiaries have the legal right and the intention to settle on a net basis.

1.9.2. Value Added Tax

A principle of the Value-added tax (VAT) system is that VAT incurred on the acquisition of goods or services by a vendor in the course or furtherance of making taxable supplies should not be a cost to a vendor unless specifically provided for in legislation. The exceptions provided for in section 12 of the VAT Act therefore envisage that VAT incurred to make exempt supplies will not qualify as input tax.

In the instance that a vendor makes both taxable and exempt supplies, it is required to determine the extent to which the goods or services are used, consumed, or supplied in the course of making taxable supplies, as only this portion constitutes "input tax" as defined. In this regard, the determination of the extent to which input tax may be deducted is regulated by the provisions of section 17(1) of the VAT Act.

The University of Venda primarily provides exempt educational services and is registered as VAT a vendor as it also makes taxable supplies (that is, standard and zero-rated supplies) in addition to exempt and other non-taxable supplies. As a result, Univen is required to apportion VAT in respect of those expenses that are not acquired wholly to make either taxable or exempt supplies.

The University uses the services of a qualified tax practitioner to determine the correct apportionment ratio for use each year. The calculation the apportionment ration and applicable VAT on supplies is based on the VAT Class Ruling (VCR) issued by SARS on 12 March 2018 for all public universities and universities of technology in South Africa.

1.9.2.1. Input Tax

VAT on goods or services acquired by the University may be deducted to the extent that it constitutes "input tax" as defined in Section 1(1). This definition determines that, amongst others, the goods or services must be acquired by universities for consumption, use or supply in the course of making its taxable supplies. In this regard, VAT on mixed expenses incurred by Univen must be apportioned in accordance with Section 17(1) (that is, in terms of a method granted in accordance with a binding general ruling in terms of Chapter 7 of the Tax Administration Act 28 of 2011 (the TA Act) or a VAT ruling in terms of Section 41B).

1.9.2.2. Output Tax

The University of Venda primarily supplies educational services which are exempt from VAT in terms of Section 12(h)(i)(bb) and Section 12(h)(ii). The University has however expanded its services and applied its resources to obtain funding from other sources including services supplied to corporate entities and government. Research activities are one such component used to increase Univen's funding and global standing. It is however important to ascertain the objective of this research activity to assess whether the VAT incurred would be deductible.

1.10. Financial instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Recognition and measurement

Financial instruments comprise investments, trade and other receivables, cash and cash equivalents, borrowings, and trade and other payables. Financial instruments are recognized in the statement of financial position when the University becomes party to the contractual provisions of the instrument.

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

Financial assets / liabilities are initially measured at fair value plus or minus transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability.

1.10.1. Financial assets

All regular way purchases or sales of financial assets are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace. All recognised financial assets are measured subsequently in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

The University classifies its financial assets subsequently measured at amortised cost, fair value through other comprehensive income and fair value through profit and loss on the basis of both:

- University's business model for managing the financial assets and
- The contractual cash flow characteristics of the financial assets.

The university classifies financial assets as financial assets at amortised cost if both the following conditions are met:

- The financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows, and
- The contractual terms of the financial assets give rise on the specified dates to cash flows that are solely payments of the principal and interest on the principal amount outstanding.

The university classifies financial assets as financial assets at fair value through other comprehensive income if both the following conditions are met:

- The financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets, and
- The contractual terms of the financial assets give rise on specified dates to cash flow that are solely payments of the principal and interest on the principal amount outstanding.

The University classifies the following financial assets at fair value through profit or loss (FVPL) if:

- debt investments that do not qualify for measurement at either amortised cost or fair value through other comprehensive income,
- equity investments that are held for trading, and
- equity investments for which the University has not elected to recognise fair value gains and losses through OCI.

The University can designate financial assets as such upon initial recognition. A financial asset is designated at fair value through profit or loss if the University manages such investments and makes purchase and sale decisions based on their fair value in accordance with the University's business model.

Amortised cost and effective interest method

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest income over the relevant period.

For financial assets other than purchased or originated credit-impaired financial assets (i.e. assets that are credit impaired on initial recognition), the effective interest rate is the rate that exactly discounts estimated future cash receipts (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) excluding expected credit losses, through the expected life of the debt instrument, or, where appropriate, a shorter period, to the gross carrying amount of the debt instrument on initial recognition. For purchased or originated credit-impaired financial assets, a credit-adjusted effective interest rate is calculated by discounting the estimated future cash flows, including expected credit losses, to the amortised cost of the debt instrument on initial recognition.

The amortised cost of a financial asset is the amount at which the financial asset is measured at initial recognition minus the principal repayments, plus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount, adjusted for any loss allowance.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

The gross carrying amount of a financial asset is the amortised cost of a financial asset before adjusting for any loss allowance.

Interest income is recognised using the effective interest method for debt instruments measured subsequently at amortised cost and at FVTOCI.

The University has the following financial assets:

Investments at fair value through profit and loss

Investments are shares held with Old Mutual Limited, Nedbank Group Limited and Quilter plc, which pay dividends based on the performance of the businesses. The investments have been classified to financial assets at fair value through profit and loss because we are holding the shares for dividend receipts and capital growth for future selling when the market is favourable.

Trade and other receivables

Trade and other receivables are initially measured at fair value including transaction costs.

The University holds the trade receivables with the objective to collect the contractual cash flows and therefore are subsequently measured at amortised cost using the effective interest method, adjusted for loss allowance.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held on call with banks, and other short term highly liquid investments with original maturities of three months or less from the date of acquisition and are payable within 24-hour notice with no loss of interest. Cash and cash equivalents are measured at amortised cost adjusted for loss allowance.

Loans to related party

Loans to related parties are measured at amortised cost adjusted for loss allowance.

Impairment of financial assets

The University has three types of financial assets that are subject to the expected credit loss model:

- Investments
- Cash and cash equivalents
- Trade and other receivables

Measurement of expected credit losses

Univen measures the loss allowance at an amount equal to lifetime expected credit losses for trade receivables and trade receivable do not contain significant financing component in accordance with IFRS 15 *Revenue from Contracts with Customers*.

Univen consider the risk or probability that a credit loss occurs by reflecting the possibility that a credit loss occurs and possibility that no credit loss occurs even if the possibility of credit loss occurring is very low. The maximum period Univen considers when measuring expected credit losses is the maximum contractual period over which the university is exposed to credit risk and not a longer period even if that longer period is consistent with Univen practice. A provision matrix was used in determining the amount for credit losses for receivables.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

Derecognition of financial assets

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire or it transfers the financial assets and transfers qualifies for derecognition.

On derecognition of a financial asset in its entirety, the difference between the asset's carrying (measured at the date of derecognition) and consideration received is recognized in profit and loss.

1.10.2. Financial liabilities

Financial liabilities of the University comprise trade and other payable and borrowings.

Financial Liabilities at amortised cost

Debts of the University are classified as financial liabilities in accordance with the substance of the contractual arrangements and the definition of a financial liability. Financial liabilities are classified as subsequently measured at amortised cost.

Trade and other payables

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. They are unsecured and are usually payable within 30 days of recognition. Trade and other payables are classified as current liabilities if payment is due within one year or less (or in the normal operating cycle of the business if longer).

If not, they are presented as non-current liabilities. Trade payables are recognised initially at fair value including transaction costs and subsequently measured at amortised cost using the effective interest method.

Borrowings

Borrowings are recognised initially at fair value, net of transaction costs incurred.

Borrowings are subsequently carried at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption value is recognised in the statement of comprehensive income over the period of the borrowings using the effective interest method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Derecognition of financial liabilities

The University removes a financial liability from its statement of financial position when it is extinguished, i.e. when the obligation specified in the contract is discharged, is cancelled or expires.

Any difference between the carrying amount of a financial liability extinguished or transferred to another party and consideration paid is recognized in profit and loss.

1.11. Inventories

Inventories are stated at the lower of cost and net realisable value. The cost of inventories comprises all costs of purchase.

Cost is determined first-in-first out basis, and includes costs incurred in acquiring inventories and bringing them to their existing condition and location.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

Net realisable value is the estimated selling price of inventory, should it be sold at arm's length, less estimated selling expenses.

The costs of minor departmental stocks acquired during the year are charged against current income and are not brought into account as inventory at the financial year-end.

1.12. Non-current assets classified as held for sale

Non-current assets classified as held for sale are presented separately and measured at the lower of their carrying amounts immediately prior to their classification as held for sale and their fair value less costs to sell. However, some held for sale assets such as financial assets or deferred tax assets, continue to be measured in accordance with the Group's relevant accounting policy for those assets. Once classified as held for sale, the assets are not subject to depreciation or amortisation.

1.13. Employee benefits

1.13.1. Short term employee benefits

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

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

1.13.2. Pension obligations

The University contributes on behalf of employees to a defined contribution scheme (provident fund), which is administered by Sanlam. A defined contribution plan is a pension plan under which the University pays fixed contributions into a separate entity. The provident fund is funded through payments to a trustee administered Univen Provident Fund, determined by periodic actuarial calculations. The University has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods. The contributions are recognised as employee benefit expenses when they are due.

The retirement funds are managed by Boards of Trustees and are registered in terms of the provisions of the Pension Funds Act.

The University also contributes to risk benefits such as funeral cover and group life cover (for employees and their spouses), covered as part of disability and disability cover.

Past service costs are recognised immediately in the statement of comprehensive income within personnel costs, unless the changes to the pension plan are conditional on the employees remaining in service for a specified period (the vesting period). In this case, the past service costs are amortised on a straight-line basis over the vesting period.

1.13.3. Post-Retirement Medical Benefits

The University provides post-retirement medical benefits to its retirees. The entitlement to these benefits is based on the employees remaining in service up to retirement age and the completion of a minimum service period. The benefit is applicable to employees employed before 30 June 2016 (Refer to note 14).

The post-retirement benefits obligation is unfunded. As such, the expected costs of these benefits are accrued over the period of employment, using an accounting methodology similar to that for defined benefit pension plans. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method.

Current service costs and interest costs are recognised immediately in profit or loss. The current service cost is determined by independent actuaries on an annual basis taking into account the University's funding of the post-employment benefits.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income in the period in which they arise.

1.13.4. Leave obligation

Employee entitlements to annual leave are recognised when they accrue. An accrual is made for the estimated liability for accumulated leave as a result of services rendered up to the consolidated statement of financial position date. An accrual is made in respect of pro rata service bonuses paid annually to qualifying employees.

The University permanent staff and fixed contract workers are allowed to accumulate up to 20 days leave that is payable upon resignation, death or retirement, termination or expiry of the contract. Temporary staff members are not allowed to accumulate leave days. Leave is only encashed when an employee resigns, retires or dies in service, termination or expiry of the contract. As a result, it is not possible to estimate the anticipated repayment periods.

The liability recognised in the Statement of Financial Position in respect of leave obligation is the present value of the obligation. The leave obligation is calculated annually by independent actuaries using the projected unit credit method at the end of each reporting period. The current service costs are recognised as an expense in the period that the relevant employee services are received.

Actuarial gains/losses are recognised in other comprehensive income in the period in which they occur.

1.13.5. Long service award obligation

The University awards long service payments to qualifying staff as predetermined milestones are reached. The actuarially determined liability which is reduced by the provision made by the University was valued at 31 December 2020. This obligation is funded from University reserves. Current service costs and interest costs are recognised immediately in profit or loss. Actuarial gains and losses are recognised in other comprehensive income in the period in which they occur.

1.14. Provisions and contingencies

Provisions are recognised when the University has a present legal or constructive obligation because of past events, where it is probable that an outflow of resources will be required to settle the obligation, and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense.

A contingent liability is:

- a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or
- a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation, or the amount of the obligation cannot be measured with sufficient reliability.

Contingent liabilities are not recognised, but details are disclosed in the notes to the annual financial statements.

1.15. Revenue

1.15.1. Tuition and other fees and Residence fees

The University provides Educational Services to registered students and charge Tuition and other fees and residence fees based on a price specified in the University Fee Booklet.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

To determine whether to recognise revenue, the university follows a 5-step process:

1. Identifying the contract with a customer.
2. Identifying the performance obligations.
3. Determining the transaction price.
4. Allocating the transaction price to the performance obligations.
5. Recognising revenue when/as performance obligation(s) are satisfied.

Income from rendering educational services is recognised as revenue when the performance obligation is satisfied at fair value of the consideration received or receivable in the period to which they relate (academic year).

The performance obligation is satisfied once the services are rendered, therefore revenue is recognised over time. Deposits provided by prospective students are treated as current liabilities until the related fees become due to the University.

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

1.16. Other income

1.16.1. Sale of goods and services

Income derived from sale of goods or provision of other services is recognised at point in time when goods or services are delivered.

1.16.2. Income from contracts with customers

Contract income is recognised when the conditions are met and to the extent that expenses are incurred over the period. The balance is recognised as deferred income in the statement of financial position. Revenue is recognised over time, as and when the services are provided.

1.16.3. Dividend income

Dividends are recognised when the right to receive payment is established.

1.16.4. Research income

Research income is recognised 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 recognised upon receipt and thereafter are held in a reserve fund until the financial period in which the funds may be used.

1.16.5. Donations

Donations are recognised on receipt when the donor can be specifically identified. When not identified, the receipts are treated as a liability and subsequently allocated to revenue when the donor can be identified. Donations in kind are recognised at the fair value thereof.

1.16.6. Rental income

Rental income is recognised where the University retains the significant risks and benefits of ownership of an item under a lease agreement. Receipts in respect of the operating lease are recognised on a straight-line basis in the statement of comprehensive income over the period of the lease.

1.17. State appropriations: subsidies and grants

Grants from the government are recognised at their fair value where there is a reasonable assurance that the grant will be received, and the University will comply with all attached conditions.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

The University follows the income approach whereby the grant is taken to income (over one or more periods, where relevant) and not the capital approach whereby the grant is credited directly to funds and reserves. Government grants relating to costs are deferred and recognised in the statement of comprehensive income over the period necessary to match them with the costs that they are intended to compensate.

Government grants relating to property, plant and equipment are included in non-current liabilities as deferred government grants and are credited to the statement of comprehensive income on a straight-line basis over the expected lives of the related assets. The portion of the grants that will be released to the statement of comprehensive income during the next 12 months are included in current liabilities.

Other grants, donation and bequests from non-government organisation or individuals / private grants.

1.17.1. Grants with specific conditions

Private gifts, grants and donations are recognised as income at the fair value of the consideration received or receivable in the period to which they relate. Any such income is recognised as income in the financial period when the University is entitled to use those funds. Therefore, funds that will not be used until some specified future period or occurrence are deferred to deferred income and released to the statement of comprehensive income as the University becomes entitled to the funds. Grants received to compensate for expenses to be incurred are often prescriptive in nature and therefore it is recognised over a certain period under the terms of the grant.

Prescriptive grant income is recognised with reference to the stage of completion at the reporting date. If the stage of completion cannot be measured reliably, the recognition of this income is limited to the expenses incurred. The balance is recognised as deferred income in the statement of financial position.

1.17.2. Grants with no specific conditions

Private gifts, grants and donations with no specific condition relation to either the expense it aims to compensate, period in which it needs to be spent, conditions to repay when certain conditions are not fulfilled, etc. but with stipulation that the grant should be used to compensate certain types of expenditure (e.g. bursaries, research) (whether in general or within certain areas), are recognised as income at the fair value of the consideration received or receivable in the period in which they are received or the University becomes entitled to it.

Any unspent portion of such grant at the end of the financial year is transferred on the statement of financial position to Restricted Funds (separately from unrestricted funds / council-controlled funds). When expenditure is incurred in following years, a transfer from these Restricted Funds is made to Unrestricted funds / Council controlled funds.

1.18. Finance Income

Finance income is recognised using the effective interest method taking account of the principal outstanding and the effective interest rate over the period to maturity, when it is determined that such income will accrue to the University.

When a loan and receivable is impaired, the University reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument and continues unwinding the discount as interest income.

Interest income on impaired loan and receivables are recognised using the original effective interest rate.

1.19. Research and development expenditure

Research costs are written off in the year in which they arise, since these types of costs are inherent in the normal operations of a university.

Notes to the Consolidated Financial Statements

Basis of preparation and summary of significant accounting policies continued

1.20. Related Parties

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

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

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

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

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

1.21. Related Parties

Related parties are considered to be related if one party has the ability to control or jointly control the other party or exercise significant influence over the other party in making financial and operational decisions. Key management staff and their close family members are also regarded as related parties. Key management staff are those persons having authority and responsibility for planning, directing and controlling the activities of the University.

1.22. Borrowing costs

Borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised as part of the cost of that asset until such time as the asset is ready for its intended use. The amount of borrowing costs eligible for capitalisation is determined as follows:

- Actual borrowing costs on funds specifically borrowed for the purpose of obtaining a qualifying asset less any temporary investment of those borrowings.
- Weighted average of the borrowing costs applicable to University on funds generally borrowed for the purpose of obtaining a qualifying asset. The borrowing costs capitalised do not exceed the total borrowing costs incurred.

The capitalisation of borrowing costs commences when:

- expenditures for the asset have occurred.
- borrowing costs have been incurred, and
- activities that are necessary to prepare the asset for its intended use or sale are in progress.

Capitalisation ceases when substantially all the activities necessary to prepare the qualifying asset for its intended use or sale are complete. All other borrowing costs are recognised as an expense in the period in which they are incurred.

1.23. Income statement: separate activities

The format of the statement of comprehensive income is presented to disclose separately:

- the utilisation of resources that are under the absolute control of Council.
- the utilisation of those resources which is prescribed in terms of the requirements of the providers of such resource.
- the provision of accommodation for students and /or staff.

2. Standards and Interpretations effective and adopted in the current year period

Certain new standards, amendments and interpretations relating to existing standards that have become compulsory for the financial year starting on 1 January 2020, have been applied by the University for the first time. The adoption of the following standards did not have a material impact on the consolidated annual financial statements:

Notes to the Consolidated Financial Statements

- Amendments to IFRS 3 *Business combinations*: this amendment revised the definition of a business to help determine whether an acquired set of activities and assets is a business or not.
- Amendments to IAS 1 *Presentation of financial statements* and IAS 8 *Accounting policies, changes in accounting estimates and errors*: these amendments relate to providing clarity on the definition of materiality and provide guidance to help improve consistency in the application of that concept whenever it is used in IFRS Standards.
- The Conceptual Framework for Financial Reporting: Includes certain new concepts, provides updated definitions and recognition criteria for assets and liabilities and clarifies some important concepts.
- Amendment to IFRS 16 *Leases*: this amendment provides lessees relief in the form of an optional exemption from assessing whether a rent concession related to Covid-19 is a lease modification, provided that the concession meets certain conditions.

3. Changes in accounting policy

The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards on a basis consistent with the prior periods.

4. New Standards and amendments to existing standards not yet effective

Certain new standards and amendments to existing standards that have become compulsory for accounting periods commencing on or after 1 January 2021 or later and that the University has not yet applied, have been published. The University will apply these in the applicable period, if relevant. The new standards and amendments to existing standards are as follows:

- Amendments to IFRS 9 *Financial instruments*, IAS 39 *Financial instruments: Recognition and measurement*, IFRS 7 *Financial instruments: Disclosure*, IFRS 4 *Insurance contracts* and IFRS 16 *Leases* (effective date of 1 January 2021): these amendments address issues that arise from the implementation of the interest rate benchmark (IBOR) reform.
- Amendments to IFRS 3 *Business combinations* (effective date of 1 January 2022): the standard has been updated to refer to the 2018 Conceptual Framework for Financial Reporting in order to determine what constitutes an asset or liability in a business combination.
- Amendments to IAS 16 *Property, plant and equipment* (effective date of 1 January 2022): these amendments deal with the treatment of proceeds before intended use to be recognised in profit or loss. Disclosure of such amounts is now specifically required.
- Amendments to IAS 37 *Provisions, contingent liabilities and contingent assets* (effective date of 1 January 2022): these amendments clarify that only directly related costs should be included when assessing whether a contract is onerous or loss-making.
- Amendments to IFRS 1 *First-time adoption of International Financial Reporting Standards* (effective date of 1 January 2022): these amendments relate to when a subsidiary is a first-time adopter.
- Amendments to IFRS 9 *Financial instruments* (effective on 1 January 2022): these amendments relate to fees in the "10 percent" test for derecognition of financial liabilities. Fees paid to third parties are excluded from this calculation.
- Amendments to IAS 41 *Agriculture* (effective on 1 January 2022): these amendments relate to taxation. "Taxation" has been removed from the list of cash flows excluded from the fair value determination of biological assets.
- IFRS 16 *Leases* amendment to the Illustrative Example 13 that accompanies IFRS 16 to remove the illustration of payments from the lessor relating to leasehold improvements. The amendment intends to remove any potential confusion about the treatment of lease incentives.
- IFRS 17 *Insurance contracts* (effective date of 1 January 2023): this new standard prescribes a single accounting model for all insurance contracts and replaces IFRS 4 *Insurance contracts*.
- Amendments to IAS 1 *Presentation of financial statements* (effective date of 1 January 2023): these amendments relate to the classification of liabilities as current and non-current.
- Amendments to IFRS 10 *Consolidated financial statements* and IAS 28 *Investments in associates and joint ventures* (effective date to be determined): these amendments relate to the sale or contribution of assets between an investor and its associate or joint venture.
- Amendments to IAS 8 *Accounting policies, changes in accounting estimates and errors*: the amendment requires that when an entity has not applied a new IFRS that has been issued but is not yet effective, the entity shall disclose this fact and known or reasonably estimable information relevant to assessing the possible impact that application of the new IFRS will have on the entity's financial statements in the period of initial application.
- Amendments to IAS 30 *Disclosures in the Financial Statements of Banks and Similar Financial Institutions*: the

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Consolidated Financial Statements

amendment requires the following disclosures:

- the title of the new IFRS;
- the nature of the impending change or changes in accounting policy;
- the date by which application of the IFRS is required;
- the date as at which it plans to apply the IFRS initially; and
- either
 - a discussion of the impact that initial application of the IFRS is expected to have on the entity's financial statements; or
 - if that impact is not known or reasonably estimable, a statement to that effect.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

Figures in R'000

5. Property, plant, and equipment

	2020			2019		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Land	19 386	-	19 386	19 088	-	19 088
Buildings	1 587 393	-	1 587 393	1 879 503	(46 339)	1 833 165
Streetlights	4 268	-	4 268	1 437	(303)	1 133
Furniture and fixtures	22 039	(15 488)	6 551	21 100	(14 281)	6 819
Motor vehicles	38 485	(16 071)	22 414	42 982	(24 419)	18 563
Computers, servers, and network infrastructure	62 278	(38 736)	23 542	48 230	(39 726)	8 503
Other equipment	172 172	(115 515)	56 657	161 056	(93 110)	67 946
Assets Under Construction	580 074	-	580 074	498 469	-	498 469
Total	2 486 095	(185 810)	2 300 285	2 671 864	(218 178)	2 453 686

Reconciliation of property, plant and equipment – 2020

	Opening balance	Additions	Interest on qualifying asset	Transfers	Depreciation	Revaluation	Impairments	Assets held for sale	Disposal/Write-off	Total
Land	19 088	-	-	-	-	298	-	-	-	19 386
Buildings	1 833 165	-	-	8 063	(26 479)	(97 536)	(129 820)	-	-	1 587 393
Streetlights	1 133	-	-	3 870	(252)	-	(483)	-	-	4 268
Furniture and fixtures	6 819	1 809	-	-	(1 568)	-	-	(50)	(459)	6 551
Motor vehicles	18 563	2 657	-	2 907	(919)	-	-	(794)	-	22 414
Computers, servers, and network infrastructure	8 503	20 037	-	-	(3 494)	-	-	(491)	(1,013)	23 542
Other equipment	67 946	12 316	-	(2 907)	(18 465)	-	-	(94)	(2 139)	56 658
Assets Under Construction	498 469	74 019	19 519	-	-	-	-	-	-	580 074
				(11 933)						
Total	2 453 686	110 838	19 519	-	(51 177)	(97 237)	(130 303)	(1 429)	(3 611)	2 300 285

- During the annual asset verification exercise for 2020, 145 movable assets valued at R95 thousand could not be located. This partly results from many staff members working from home and access to offices due to lockdown was limited. Follow up procedures are in progress and any identified losses will be subject to recovery from responsible parties

- The transfer of R2,907 is a correction of a previous misallocation of the asset categories.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

Figures in R'000

Property, plant and equipment (continued)

Reconciliation of property, plant and equipment – 2019 (restated)

	Opening balance	Additions	Interest on qualifying asset	Transfers	Depreciation	Impairments	Right of use	Disposal/Write off	Total
Land	19 088	-	-	-	-	-	-	-	19 088
Buildings	1 572 200	-	-	285 795	(23 393)	(1 437)	-	-	1 833 165
Streetlights	1 293	-	-	-	(160)	-	-	-	1 133
Furniture and fixtures	8 566	788	-	-	(2 138)	-	-	(397)	6 819
Motor vehicles	10 670	16 318	-	-	(7 485)	-	-	(940)	18 563
Computers, servers, and network infrastructure	23 373	2 094	-	-	(5 795)	-	(7 695)	(3 474)	8 503
Other equipment	76 357	13 369	-	-	(19 106)	(66)	-	(2 608)	67 946
Assets Under Construction	685 629	115 941	27 357	(285 795)	-	(44 663)	-	-	498 469
Total	2 397 176	148 510	27 357	-	(58 077)	(46 166)	(7 695)	(7 419)	2 453 686

5.1. Assets under construction

The University is running seventeen construction projects at various stages of completion. The key projects under construction making up 94% of the total value are:

1. The African Language Centre (R40m);
2. The School of Health (R48m);
3. Teachers Education Centre (R48m);
4. DBSA funded student residences (R402m);
5. Abattoir, piggery and milking parlour (R10m); and
6. Punda Maria Road (R6m).

Included in the balance of these assets are capitalised borrowing costs related to the funding for these projects. During the current year, management assessed buildings under construction for impairment, and no impairment was found.

5.2. Land ownership

Part of the University campus was built on land that belongs to the Tshivhase Traditional Council, which is therefore part of proclaimed land. Proclaimed land has been transferred to the University, and we are talking to the Department of Agriculture and Rural Development for the transfer of unproclaimed land.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
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Property, plant and equipment (*continued*)

5.3. Changes in estimates

The University reassesses the useful lives and residual values of items of Property plant and equipment at the end of each reporting period, in line with the accounting policy and IAS 16 *Property, Plant and Equipment*. These assessments are based on historic analysis, benchmarking, and the latest available and reliable information.

The revaluation of land and buildings as at 31 December 2020 was conducted by DDP valuers, a firm of independent valuers who are not related to the University. DDP valuers are registered with the South African Council of the Property Valuers Profession in accordance with section 20(2)(a) of the Property Valuers Professional Act 47 of 2000. They have appropriate qualifications and recent experience in the fair value measurement of properties in the relevant locations. On conducting the revaluation, the following factors were considered by the valuers:

- Double volume buildings and structures: Two buildings of identical plan shape and area but of different floor-to-ceiling heights will have different rates/m² due to the additional cost of walling, finishes, etc. in the building with the higher floor-to-ceiling height.
- Ablution: The concentration of plumbing installations has a market effect on the rate/m² of the building.
- Exceptional finishes and components: The rate/m² will be influenced by whether air-conditioning, security systems, sprinklers, smoke detection systems, specialized electrical installations, acoustic treatment or other specialized installations are incorporated into the design.
- Garages or parking included in buildings: Should the building in question contain certain areas for parking within the building area, the average rate/m² will be less than for a building having the identical accommodation but with parking outside the building structure.
- Circular buildings: A circle is the geometric shape that requires the minimum wall length to enclose a given floor area. In very few cases, however, this is the most economical plan shape of a building, as for various reasons the cost of constructing a circular as opposed to a straight external envelope is generally greater than the saving in quantity of the envelope.
- Topographical location with special reference to high or stepped foundations walls due to steep slopes, terraces, retaining walls and other lateral support requirements.
- Ground conditions: previous interviews with reputable quantity surveyors and building contractors revealed that Thohoyandou and surrounds comprise of clay soil types which may require special foundation works.
- Design: Consideration was given to abnormal shaped plans and elevations, building density (e.g. size and number of rooms) and building material. Special installations such as lifts, and air-conditioning were taken into account.
- Special finishes: with reference to probable imported materials, sanitary ware, windows and doors as well as roof lights were taken into account.
- Abnormal heights: care was taken to adjust rates for different building heights, floor to ceiling ratios and atrium areas.

The valuers used the Depreciated Replacement Cost approach for the valuation.

A register of land and buildings is available at the University's business address. The University is not permitted to dispose of, or otherwise alienate its land and buildings without the prior approval of the Minister of Higher Education, Science and Technology.

The revaluation of buildings resulted in a net decrease in value and therefore a reversal of the previous revaluation reserve amounts as many buildings were impaired. The new building values will result in a decrease in depreciation in the future.

The University conducted an assessment for useful lives and residual values for moveable assets based on the sales values achieved in the auction that was held in February 2021. The assessment of movable assets resulted in the revision of the useful lives and residual values for motor vehicles and computer equipment as it was evident that the University kept these assets in use for longer than the policy dictates. The result of this assessment led to a R10m decrease in depreciation for 2020, and the lower depreciation will continue into the foreseeable future.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
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Property, plant and equipment (*continued*)

The effect of these changes in the depreciation amounts is as follows:

(Increase)/decrease in depreciation	2020	2021	2022	2023	2024
Movable assets	10 090	6 901	6 545	6 324	6 164
Immovable assets	-	2 018	2 018	2 018	2 018
Total decrease in depreciation	10 090	8 919	8 563	8 342	8 182

6. Intangible assets

Opening balances

Cost	93	93
Accumulated amortisation	(85)	(54)
Balance at the beginning of the year	8	39

Additions	4 173	-
Amortisation	(8)	(31)
Carrying amount at the end of the year	4 173	8

Closing balances

Cost	4 266	93
Accumulated amortisation	(93)	(85)
Balance at the end of the year	4 173	8

The additional software has not been amortised in 2020 as the asset was only ready for use in May 2021.

7. Right-of-use assets

Year ended 31 December 2020

	Hired Computer Equipment	Hired Equipment	Total
Carrying amount 1 January 2020	3 131	973	4 104
Cost			
Cost at 1 January 2020	12 403	2 919	15 322
Derecognition	(12 403)	(2 919)	(15 322)
Cost at 31 December 2020	-	-	-
Accumulated depreciation			
Balance at 1 January 2020	9 272	1 946	11 218
Depreciation charge	3 131	973	4 104
Derecognition	(12 403)	(2 919)	(15 322)
Balance at 31 December 2020	-	-	-
Carrying amount 31 December 2020	-	-	-

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Right-of-use assets (<i>continued</i>)		
Year ended 31 December 2019		
Carrying amount 1 January 2019	6 262	1 946
Cost		
Cost at 1 January 2019	12 403	15 322
Additions	-	-
Cost at 31 December 2019	12 403	15 322
Accumulated depreciation		
Balance at 1 January 2019	4 709	5 682
Additions	-	-
Depreciation charge	4 563	5 536
Balance at 31 December 2019	9 272	11 218
Carrying amount 31 December 2019	3 131	4 104

All lease contracts came to an end in 2020 and the computers are being returned.

8. Investment in associate

The following represents an investment in the Tshakhuma Barotta Farm held through UIGC (Pty) Ltd, a subsidiary of the University.

Opening Balance	926	1 374
Share of loss	(247)	(448)
Value of associate	679	926

The Tshakhuma Barotta Farm is a community owned farming operation located in Tshakhuma, just outside Thohoyandou, in the Vhembe District Municipal area of Limpopo.

The farm produces banana as its main crop (87%), avocado (8%), butternut (3%) and macadamia nuts (2%). The farm has two shareholders: the Tshakhuma Community Trust (55%) and UIGC (Pty) Ltd (45%). UIGC has a significant influence on the farm as it employs the farm manager and is responsible for the day-to-day operations.

For the purposes of applying the equity method of accounting, the financial statements of Tshakhuma Barotta Farm for the period ended 31 December 2020 have been used. The associate had no contingent liabilities or capital commitments in the reporting period. The parent has no contingent liabilities relating to its interests in the associate.

The summarised financial information below represents amounts in associates' financial statements prepared in accordance with IFRS Standards:

	6 904	6 400
Current assets		
Non-current assets	1 195	1 195
Current liabilities	(10 407)	(7 583)
Equity attributable to:		
Owners of the company	1 269	(7)
Non-controlling interest	1 038	(5)
Revenue	2 053	2 532
Loss from continuing operations	(550)	(997)
Loss for the year	(550)	(997)
Other comprehensive income	-	-
Total comprehensive income	(550)	(997)

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
9. Investments at fair value		
At fair value through profit or loss – designated		
<u>Listed shares</u>	916	1 262
Old Mutual Limited (34 387 shares), Quilter Plc (11 462 shares) and Nedbank Group Limited (1 104 shares).		
<u>Short term investments</u>	60 860	57 616
This is a high Income fund at Investec Bank. Dividends are paid annually, and interest is paid on maturity of the investment.		
Total investments	61 776	58 878
Reconciliation of carrying value:		
Opening carrying value	58 878	45 072
Unrealised fair value gains recognised in profit and loss	2 898	3 806
Additional investment	-	10 000
Closing carrying value	61 776	58 878
10. Inventories		
Consumables	760	1 670
Laptops and tablets	21 883	-
Total Inventories	24 934	1 670
Provision for NRV write-downs	(2 291)	-
Total inventories at NRV	22 643	1 670
Movements in provision for NRV write-downs		
Opening Balance	(315)	(315)
Charge for the year	(1 976)	-
Closing Balance	(2 291)	(315)

A key feature of the Covid-19 pandemic has been that institutions of higher education have been forced into online / blended learning. To assist those students who cannot afford to buy computers, the University has procured 3 500 laptops and over 1 000 tablets for issue upon registration. These gadgets are available to students to buy, with payment to be made using their book allowances if funded, or via their student accounts.

Consumables have decreased due to the slowdown in activity at the University because of the lockdown as many staff members were working from home for most of the year.

The stock of tablets purchased in previous financial years for first entering students were revalued and compared to current market prices for their specifications, a decision was taken to write them down to Net Realisable Value in line with the requirements of IAS 2 *Inventories*.

The cost of inventories recognised as an expense during the year was R2,0 million (2019: R0,3 million). No inventories have been pledged as security for liabilities.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
11. Trade and other receivables		
Financial instruments:		
Trade receivables	386 949	360 246
Allowance for credit losses	(225 604)	(190 293)
Trade receivables at amortised cost	161 345	169 953
Deposits	4 150	4 150
Other receivables	43 341	42 833
Allowance for credit losses – Other receivables	(8 169)	(7 846)
DHESI receivables	388	-
Total Financial Instruments	201 055	209 090
Non-financial instruments:		
VAT	4 854	5 908
Goods in transit	18 465	22 147
Provision for credit losses	-	(1 111)
Total non-financial Instruments	23 319	26 944
Total trade and other receivables	224 374	236 034
Split between non-current and current portions		
Non-current assets	4 150	4 150
Current assets	220 224	231 884
Total trade and other receivables	224 374	236 034
Categorisation of trade and other receivables		
Trade and other receivables are categorised as follows in accordance with IFRS 9 <i>Financial Instruments</i> :		
At amortised cost	201 055	209 090
Non-financial instruments	23 319	26 944
Total trade and other receivables	224 374	236 034
Movements in Allowances for credit losses		
Trade receivables		
Opening balance – 01 January	(190 293)	(105 541)
Bad debts written off	6 361	45 023
Loss allowance recognised during the year	(41 939)	(129 775)
Closing balance – 31 December	(225 604)	(190 293)
Other receivables		
Opening balance – 01 January	(7 846)	(7 766)
Loss allowance recognised during the year	(323)	(80)
Closing balance – 31 December	(8 169)	(7 846)

Exposure to credit risk

The University is exposed to credit risk arising from student receivables related to outstanding fees. This risk is mitigated by requiring students to pay an initial instalment in respect of tuition and accommodation fees at registration, the regular monitoring of outstanding fees, the institution of debt collection action in cases of long outstanding amounts. In addition, students with outstanding balances from previous years of study are only permitted to renew their registration after either the settling of the outstanding amount or the conclusion of a formal payment arrangement.

To measure the Expected Credit Loss, Trade receivables have been grouped based on the shared credit risk characteristics and years past due.

The expected credit loss is based on debt not paid within academic year over tuition and other fees for the academic year.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Trade and other receivables (continued)		
The rate is adjusted to reflect current and forward-looking information namely, subsequent payments until graduation date, challenges faced by the Sector in Higher Education and Training and rate of unemployment.		
The creation and release of the provision for impaired student receivables has been disclosed in the statement of profit or loss and comprehensive income. Amounts charged to the statement of profit or loss and other comprehensive income are generally written off when there is no expectation of recovering any additional amounts.		
The ageing of trade receivables is as follows:		
Students enrolled in current year	261 002	300 381
Students enrolled in prior year	66 081	34 323
Students enrolled more than 2 years ago	59 865	25 542
Total	386 949	360 246
Provision for loss allowance	(225 604)	(190 293)
Net	161 345	169 953

Impairment Parameters/matrix for trade receivables

Univen has different classes of customers i.e., self-funded students; students funded by government through NSFAS and private sponsors.

Students receivable are categorized by common risk characteristics that are representative of the student's/ funder's abilities to pay all amounts due in accordance with University policy.

Univen will use provision matrix which is based on its historic observed default rate over the expected life of trade receivable and adjust for forward looking estimates. Every reporting date the historical observed default rate is updated and changes in the forward-looking estimates are analysed.

A default rate of 2018 is applied to 2019 student debt to calculate the expected credit loss for the year ending 31 December 2019 and a default rate of 2019 is applied to 2020 student debt to calculate the expected credit loss for the year ending 31 December 2020.

	2020 Estimated gross carrying amount at default	2020 Loss allowance (Lifetime expected credit loss)	2019 Estimated gross carrying amount at default	2019 Loss allowance (Lifetime expected credit loss)
Expected credit loss rate:				
Funded Students				
NSFAS: 10% (2019: 25%)	135 912	(13 591)	185 748	(46 437)
Government sponsor: 17% (2019: 13%)	13 378	(2 274)	8 262	(1 074)
Private sponsor: 15% (2019: 26%)	4 997	(750)	4 810	(1 260)
Self-funded: 89% (2019: 87%)	232 662	(208 989)	161 426	(141 522)
Total	386 949	(225 604)	360 246	(190 293)

12. Cash and cash equivalents

Cash and cash equivalents consist of:

Bank balances	86 228	197 631
Short-term deposits	1 560 517	951 711
Total cash and cash equivalents	1 646 745	1 149 342

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
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Borrowings (*continued*)

The carrying amounts of the University's borrowings are denominated in South African Rands.

The University has no undrawn borrowing facilities as at 31 December 2020.

There are no liquidity covenants against this loan.

Interest bearing loan facility

The loan is for the construction of new student residences and is guaranteed by the Department of Higher Education, Science and Innovation (DHESI). The exposure of the University's borrowings to interest changes and the contractual repricing dates at the end of the reporting period is included in the financial instruments note.

14. Post-Retirement Medical Obligation

The University's staff members are entitled to a 60% subsidy of the medical aid risk contributions, post-retirement. This subsidy does not include any elected savings. Dependents of staff members who die in service are not entitled to the subsidy of the medical aid risk contributions.

The movements in the post-retirement medical obligation over the year are as follows:

As at 1 January 2020	87 381	77 867
Current service cost	3 815	4 463
Interest on obligation	8 351	7 466
Actuarial gain recognised	(15 999)	(284)
Benefits paid	(2 842)	(2 137)
As at 31 December 2020	80 706	87 375
Less amounts payable within one year, included in current liabilities	(2 835)	(3 124)
Non – current portion	77 871	84 251

Amounts recognised in the Statement of Profit & and Loss and Other Comprehensive Income are:

Current service cost	3 815	4 463
Interest on obligation	8 351	7 466
	12 166	11 929
Actuarial gain	(15 999)	(284)
Total amounts recognised	(3 833)	11 645

The risks faced by the University as a result of the post-employment healthcare obligation are as follows:

- **Inflation:** The risk that future CPI Inflation and healthcare cost inflation are higher than expected and uncontrolled.
- **Longevity:** The risk that pensioners live longer than expected and thus their healthcare benefit is payable for longer than expected.
- **Open-ended, long-term liability:** The risk that the liability may be volatile in the future and uncertain.
- **Future changes in legislation:** The risk that changes to legislation with respect to the post-retirement healthcare liability may increase the liability for the University.
- **Future changes in the tax environment:** The risk that changes in the tax legislation governing employee benefits may increase the liability for the University.
- **Perceived inequality by non-eligible employees:** The risk that dissatisfaction of employees who are not eligible for a postemployment healthcare subsidy.
- **Administration:** Administration of this liability poses a burden to the University.
- **Enforcement of eligibility criteria and rules:** The risk that eligibility criteria and rules are not strictly or consistently enforced.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
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Post-Retirement Medical Obligation (*continued*)

Key assumptions used

The principal assumptions used on last valuation on Tuesday, 31 December 2020.

Discount rates used	10,04%	9,71%
Health care cost inflation rate	6,37%	6,64%
Net effective discount rate	3,45%	2,87%

Other assumptions

Assumption	Value	Value
Average retirement age	64,00	63,00
Continuation of membership at retirement	60%	50%
Proportion assumed married at retirement	65%	100%
Proportion of eligible current non-member employees joining the scheme by retirement	35%	35%
Mortality during employment	SA 85-90	SA 85-90
Mortality post-retirement	PA (90) -1	PA (90) -1

	Age	Females	Males
	20	13%	13%
Withdrawal from service (sample annual rates)	30	11%	11%
	40	6%	6%
	50	3%	3%
	>55	0%	0%

The sensitivity of the overall post-retirement medical liability to changes in the weighted principal assumptions is:

Assumption	Change	In service members	Continuation members	Total R'000	% change
Central assumptions		53,071	27,413	80,484	
Health care inflation	+1%	61,691	29,462	91,153	13%
Health care inflation	-1%	45,954	25,592	71,546	-11%
Discount Rate	+1%	46,018	25,548	71,566	-11%
Discount Rate	-1%	61,739	29,544	91,283	13%
Post-retirement mortality	+1 yr	51,363	26,367	77,730	-3%
Post-retirement mortality	-1 yr	54,776	28,469	83,245	3%
Average retirement age	-1 yr	58,935	27,413	86,348	7%
Membership continuation	-10%	43,331	27,413	70,744	-12%

Amounts for the latest actuarial valuation and previous four periods are as follows (R millions):

Liability history	2016	2017	2018	2019	2020
Accrued liability	(70,215)	(77,282)	(77,801)	(87,087)	(80,484)
Fair value of plan asset	-	-	-	-	-
Surplus / (Deficit)	(70,215)	(77,282)	(77,801)	(87,087)	(80,484)

History of experience adjustments: Gains and Losses (R millions)

Experience adjustments	2016	2017	2018	2019	2020
Liabilities: (Gain) / Loss	(2,759)	2,672	0,630	(1,887)	(3,914)
Assets: (Gain) / Loss	-	-	-	-	-
Surplus / (Deficit)	(2,759)	2,672	0,630	(1,887)	(3,914)

15. Bank overdraft

UIGC Main Overdraft Facility	479	884
Balance	479	884

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
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Bank overdraft (continued)

UIGC Group has an overdraft facility of R1m from FNB. The overdraft is payable on demand. Interest accrues on the debit balance and is levied at the Bank's prime lending and varies from time to time.

16. Leave obligation

This is the net liability on accrued leave balances and provision for non-accumulative leave at the end of the reporting period. The University staff can accumulate up to 20 days leave that is payable upon resignation, death or retirement. Leave is only encashed when an employee resigns, retires, or dies in service.

Movements in the present value of the net liability:

As at 1 January	33 356	19 789
Current service cost	2 522	2 501
Interest on obligation	1 488	1 812
Expected employer benefit vesting	(17 436)	(4 602)
Non-accumulative leave	7 915	12 308
Actuarial loss recognised	1 590	1 548
As at 31 December	29 435	33 356
Less amounts payable within one year, included in current liabilities	(12 507)	(17 592)
Non – current portion	16 928	15 764

Amounts recognised in the Statement of Profit & and Loss and Other Comprehensive Income are:

Current service cost	2 522	2 501
Interest on obligation	1 488	1 812
	4 010	4 313
Actuarial loss	1 590	1 548
Total amounts recognised	5 600	5 861

Key assumptions used

The principal key assumptions used on last valuation on Tuesday, 31 December 2020.

Discount rates used	8,31%	8,02%
General earnings inflation rate (long-term)	4,50%	4,74%
Net effective discount rate	3,64%	3,13%

Key demographic assumptions

Assumption	Value	Value
Average retirement age	64,00	63,00
Mortality during employment	SA 85-90	SA 85-90

	Age	Females	Males
Withdrawal from service (sample annual rates)	20	13%	13%
	30	11%	11%
	40	6%	6%
	50	3%	3%
	55	0%	0%

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
--	---------------	---------------------------

Leave obligation (*continued*)

The sensitivity of the unfunded accrued liability (in R'000)

Assumption	Change	Liability	% change
Central assumptions		21,391	
General earnings inflation	+1%	22,683	6%
General earnings inflation	-1%	20,220	-5%
Discount Rate	+1%	20,317	-5%
Discount Rate	-1%	22,596	6%
Average retirement age	+2 yrs	19,435	-9%
Average retirement age	-2 yrs	23,507	-10%
Withdrawal rates	X200%	24,396	14%
Withdrawal rates	X50%	19,425	-9%

Amounts for the latest actuarial valuation and previous four periods are as follows (R'000):

Liability History	2016	2017	2018	2019	2020
Accrued liability	(16,842)	(16,162)	(19,634)	(20,875)	(21,391)
Plan asset	-	-	-	-	-
	(16,842)	(16,162)	(19,634)	(20,875)	(21,391)

History of experience adjustments: (Gains) and Losses (R'000))

Experience adjustments	2016	2017	2018	2019	2020
Liabilities: (Gain) / Loss	3,609	1,245	6,064	1,597	3 331
Assets: (Gain) / Loss	-	-	-	-	-
	3,609	1,245	6,064	1,597	3 331

17. Long service awards

The University awards long service payments to qualifying staff as predetermined milestones are reached. The actuarial value was determined at 31 December 2020. This obligation is funded from University reserves.

The movements in the long service award obligation over the year are as follows:

As at 1 January 2020	1 957	1 956
Current service costs	187	186
Interest on obligation	150	152
Expected employer benefit vesting	(172)	(299)
Actuarial (gain)/loss recognised	308	(38)
As at 31 December 2020	2 430	1 957
Less amounts payable within one year, included in current liabilities	(264)	(196)
Non – current portion	2 166	1 761

Amounts recognised in the Statement of Profit & and Loss and Other Comprehensive Income are:

Current service cost	187	186
Interest on obligation	150	152
	337	338
Actuarial loss/(gain)	308	(38)
Total amounts recognised	645	300

Key assumptions used

The principal key assumptions used on last valuation on Tuesday, 31 December 2020.

Discount rates used	6,41%	8,11%
General earnings inflation rate (long-term)	2,94%	3,96%
Net effective discount rate	3,37%	3,99%

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Long service awards (continued)		
Key demographic assumptions		
Assumption	Value	Value
Average retirement age	64,00	63,00
Mortality during employment	SA 85-90	SA 85-90

	Age	Females	Males
Withdrawal from service (sample annual rates)	20	13%	13%
	30	11%	11%
	40	6%	6%
	50	3%	3%
	55	0%	0%

The sensitivity of the unfunded accrued liability (in R'000)

Assumption	Change	Liability	% change
Central assumptions		2,411	
Award value inflation rate	+1%	2,517	4%
Award value inflation rate	-1%	2,312	-4%
Discount rate	+1%	2,290	-5%
Discount rate	-1%	2,544	6%
Average retirement age	+2 yrs	2,664	10%
Average retirement age	-2 yrs	2 136	-11%
Withdrawal rates	x200%	2,068	-14%
Withdrawal rates	x50%	2,652	10%

18. Lease liability

Minimum lease payments due	
- within one year	5 177
- in second to fifth year inclusive	-
	5 177
less: future finance charges	(748)
Present value of minimum lease payments	4 429
Non-current liabilities	-
Current liabilities	4 429
	4 429

The university leased computers and equipment for a period of three (3) years. The leases came to an end in 2020.

19. Deferred income

Movement in the deferred income recognised in the statement of financial positions as follows:

Non-current liabilities	1 299 271	1 057 909
Current liabilities	169 673	133 925
	1 468 944	1 191 834

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

					2020 R'000	2019 R'000 Restated
Deferred income (continued)						
	Balance of funds at 1 January	Amounts received	Interest earned	Transfer (to)/from other grants	Transfer to Statement of P&L	Balance of funds at 31 December
Deferred income movement – 2020						
Grants from DHESI	1 175 578	1 110 191	18 700	-	(909 283)	1 395 185
Infrastructure	976 799	271 314	10 793	(688)	(47 701)	1 210 516
Clinical	6 305	9 891	249	(695)	(3 963)	11 786
Foundation	8 014	4 506	258	(3 734)	(7 015)	2 029
NGAP	33 083	10 364	1 566	(2 677)	(7 873)	34 463
UCDP	10 483	23 758	121	(3 124)	(5 804)	25 434
HDI	140 894	-	5 713	(15 214)	(60 018)	71 375
State Subsidy	-	760 140	-	-	(760 140)	-
Covid-19 Readiness	-	30 218	-	26 132	(16 770)	39 580
Private Grants & other deferred income	16 367	81 806	-	-	(24 414)	73 758
NRF	16 334	29 727	-	-	(22 971)	23 090
Fees received in advance	-	42 502	-	-	-	42 502
Other Research funds	-	9 577	-	-	(1 443)	8 134
Thuthuka Bursary Fund	32	-	-	-	-	32
Total	1 191 944	1 191 977	18 700	-	(933 698)	1 468 943
Current portion	-	-	-	-	-	(169 673)
Non-current portion	-	-	-	-	-	1 299 270
Deferred income movement – 2019						
Grants from DHESI	1 163 664	832 235	28 306	-	(848 740)	1 175 465
Infrastructure	989 965	-	13 461	-	(26 336)	977 090
Clinical	5 477	5 245	390	-	(4 807)	6 305
Foundation	8 504	6 840	509	-	(7 839)	8 014
NGAP	26 573	12 500	1 694	-	(7 685)	33 082
UCDP	11 272	8 318	419	-	(9 526)	10 483
HDI	121 873	68 260	11 833	-	(61 475)	140 491
State Subsidy	-	731 072	-	-	(731 072)	-
Private Grants & other deferred income	21 537	39 234	-	-	(44 402)	16 369
NRF	21 129	35 450	-	-	(40 244)	16 335
Other Research funds	-	2 414	-	-	(2 414)	-
Thuthuka Bursary Fund	408	1 370	-	-	(1 744)	34
Total	1 185 201	871 469	28 306	-	(893 142)	1 191 834
Current portion	-	-	-	-	-	(133 925)
Non-current portion	-	-	-	-	-	1 057 909

Infrastructure and Efficiency Funding Grants

The Department of Higher Education, Science and Innovation has granted the University funds in respect of infrastructure and efficiency to assist with improving institutional infrastructure and academic efficiency with a view to improved student outcomes.

Clinical Training Grant

The Department of Higher Education, Science and Innovation has granted the University funds in respect of clinical training in medicine, dentistry and allied health professions.

University Capacity and Development

The Department of Higher Education, Science and Innovation has granted the University funds in respect of 20 Projects for 2014/2015 towards improving the students' development and experience at the University.

Foundation Grant

The Higher Education, Science and Innovation has granted the University funds to enhance the success rates of students who meet the minimum admission requirements of an institution and to ensure higher throughput and ultimately higher graduation rates at universities.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
--	---------------	---------------------------

Deferred income (continued)

New Generation Academic Programme Grant (nGAP)

The Higher Education, Science and Innovation has granted the University funds to appoint posts for the New Generation of Academics Programme (nGAP). The nGAP involves the recruitment of highly capable scholars as new academics, against carefully designed and balanced equity considerations and in light of the disciplinary areas of greatest need.

Historically Disadvantaged Institutions Grant

The Higher Education, Science and Innovation has granted the University funds to improve academic and administrative functions at historically disadvantaged institutions.

Covid-19 Readiness Grant

The Higher Education, Science and Innovation has granted the University permission to transfer funds from other grants to be used to conduct Covid-19 safety procedures such as temperature testing, sanitising and for buying PPE to ensure that students and staff are safe. The funds are also used to procure connectivity hardware, data and cabling across the campus to enable online interactions such as learning and teaching, and to conduct online meetings to minimise disruptions to university activities.

Fees received in advance

A portion of the 2020 revenue from tuition and residence fees was deferred to 2021 due to the extension of the 2020 academic year to March 2021. This is in line with the requirement of IFRS 15 *Revenue from contracts with customers*.

20. Trade and other payables

Financial instruments:

Bursary creditors ¹	325 329	315 438
Sundry creditors	51 786	28 201
DHESI Grant Fee Adjustment	21 564	12 943
NRF deposits and distributions	17 738	23 948
Retention	10 671	10 344
Deposits received ¹	8 562	13 176
Pension control	7 657	7 243
Accrued bonus	6 231	5 877
Accruals	5 498	18 817
Accounts payable TNLU	974	214
	456 010	436 201

Non-financial instruments:

VAT payable ²	25 978	18 174
Total non-financial instruments	25 978	18 174
Total trade and other payables	481 988	454 375

6. 1. Prior period balance was captured incorrectly.

7. 2. The VAT payable relates to outstanding Output VAT from UIGC for previous periods not declared or paid over to SARS. The amount includes possible penalties and interest. The 2019 number is R10,3 thousand (2018: R7,8 thousand)

21. Provisions

Reconciliation of provisions – 2020	Opening balance	Total
Outstanding amount	1 300	1 300
Reconciliation of provisions – 2019	Opening balance	Total
	1 300	1 300

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
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Provisions (continued)

The amount represents a provision for an outstanding amount on the agreement between the university and the Tshivhase Traditional Council for the transfer of land to the University. The parties entered into an agreement with the primary objective of facilitating the transfer of the proclaimed and unproclaimed land under the jurisdiction of Tshivhase Traditional Council. We are uncertain about the timing of this transfer as it has been outstanding for several years now.

22. Tax payable

Income tax payable	1 011	1 603
	1 011	1 603
Movements in the tax payable balance		
Opening balance – 01 January	1 603	72
Payment made	(716)	-
Recognition of prior period tax liability	-	1 531
Interest on late payment of tax	124	-
Closing balance – 31 December	1 011	1 603

In 2018, SARS levied an additional assessment of R1,5 million for the 2017 financial year on Univen Income Generation Centre (Pty) Ltd due to non-disclosure of training income. This additional tax was not disclosed previously but an arrangement is in place to discharge it in full, with payments of R170k per month, which started in September 2020.

23. Income from contracts

Research – council controlled activities	1 443	18 850
Specifically, funded activities	35 575	73 573
	37 018	92 423

Specifically, funded activities

The below is a breakdown of the specifically funded activities:

Research Fund Received	12 604	34 919
NRF Research Fund Received	22 971	36 910
Thuthuka Bursary Fund	-	1 744
	35 575	73 573

24. Tuition and other fee income

Tuition fees and other fees	419 517	520 601
Hostel fees and rent income from staff	39 582	44 870
Funds Raised	-	9
	459 099	565 480

Below is a breakdown of tuition and other fees:

Tuition Fees	357 824	460 575
Registration Fees	43 592	39 691
SRC levies	14 929	15 855
Sundry student fees	1 097	2 498
Application Fees	2 008	1 839
Graduation Fees	37	143
Other fees	30	9
	419 517	520 610

25. Private gifts and services

Donations (General)	604	187
	604	187

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
26. Other income		
Sundry income	5 816	-
Rent of facilities	2 555	-
Retention write off	2 203	-
Unallocated receipts write off	1 913	-
Insurance receipts	1 456	-
Skills development levy income	860	-
Settlement Discount received	558	-
Sale of Farm Produce	423	527
Conference fees	250	57
Bad debts recovered	141	-
Publication fees	117	150
Photocopy Sales	25	82
Income Refreshments	21	21
Restaurant Sales	13	93
Health Services fees	2	6
	16 353	936
27. Depreciation, amortisation and impairments		
Depreciation – PPE (see note 5)	51 177	58 077
Amortisation – Intangible assets (see note 6)	8	31
Right of use assets (see note 7)	4 104	5 536
Impairments	130 303	46 166
Total depreciation, amortisation and impairments	185 592	109 809
28. Personnel costs		
Academic professionals		
Salaries	361 751	358 537
Honoraria Payments	4 841	61
	366 592	358 598
Non-academic professionals		
Salaries	369 554	356 094
Research- Salaries & honoraria	344	3 249
	369 898	359 343
Total personnel costs	736 490	717 941
Average number of persons employed during the year		
Permanent	871	858
Temporary	271	105
	1 148	963

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
29. Other operating expenses		
Repairs and maintenance	93 156	73 973
Research and development costs	43 293	73 900
Student general expenses	43 108	67 748
Municipal charges	26 870	37 101
Computer costs	17 169	24 797
Instruction material	13 304	35 969
Legal expenses	11 778	24 985
Consulting fees	11 742	14 616
Other expenses	10 018	7 623
Communications	8 795	19 845
Rental of equipment	7 270	5 573
Workshops and seminars	5 632	10 399
Travel and subsistence	5 546	20 324
Motor vehicle costs	4 360	6 435
Audit fees – External	4 198	4 906
Personnel study support	4 078	1 772
Bank charges	2 316	2 722
Printing and stationery	2 161	3 750
Audit fees – Internal	1 698	1 093
Security	125	1 409
	316 616	438 940

30. Investment income

Dividend income

From investments in financial assets measured at fair value through profit or loss:

Profit on fair value adjustments	2 898	3 806
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Interest income

From investments in financial assets

Interest from bank and other cash	1 775	3 285
Interest from Investments	62 107	61 766
Transfer to deferred revenue	(18 701)	(24 435)
Total finance income	45 181	40 616
Total investment income	48 079	44 422

Refer to note 9 for the reconciliation of the fair value movements.

31. Finance costs

Interest on overdraft	95	41
SARS interest	124	-
Leases	234	909
Interest on employee benefits	9 989	9 415
Total finance costs	10 442	10 365

Finance costs relate to interest on finance leases and interest charged on employee benefits.

32. Payments for attendance at meetings of council and its committees

Remuneration paid for attendance at meetings of the University Council and its committees by external, non-executive members is disclosed below. The agenda and minutes of these meetings can be obtained at the University.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Payments for attendance at meetings of council and its committees (<i>continued</i>)		
Number of members paid		
Chairpersons of Council & Committees	697	1 063
Members of Council Committees	834	976
Members of Committees	-	65
Total	1 531	2 104

Name	Sitting allowance	Subsistence & Travelling	Cellphone Allowance	Total 2020	Total 2019
MJ Lekgetha (Chair of Council)	181	20	1	202	-
BP Thompson	136	5	1	142	-
NB Mutheiwana	119	6	1	126	-
O van Heerden	89	24	1	114	-
ME Selomo	104	8	1	113	151
NV Makhari	98	12	1	111	-
NR Mbhele	85	19	1	105	-
N Maharaj	70	8	-	78	-
T Telite	62	9	1	72	12
MN Mangena	55	5	-	60	-
ML Mashilane	57	3	(1)	59	-
AS Tshifhango	46	3	-	49	65
SB Mampeule	44	3	-	47	-
MI Mphaphuli	41	5	-	46	-
F Osman	41	4	-	45	-
Thovhele MPK Tshivhase	35	5	-	40	103
CV Gamede	37	-	-	37	-
Z Nkosi	37	-	-	37	-
KP Ravhudzulo	23	-	-	23	-
R Tshimomola	23	-	-	23	-
AA Essop	-	2	-	2	-
AD Maphiswana	-	-	-	-	-
LL Ndou	-	-	-	-	183
KR Razwiedani	-	-	-	-	183
Serobi Maja	-	-	-	-	168
KK Maimela	-	-	-	-	144
MP Molapo	-	-	-	-	141
KR Madzhie	-	-	-	-	137
ST Baloyi	-	-	-	-	126
LJ Phahlamohlaka	-	-	-	-	116
K Zuma	-	-	-	-	105
KS Makgoka	-	-	-	-	90
JA Lekgetha	-	-	-	-	80
ES Mabusela	-	-	-	-	65
RC Chagan	-	-	-	-	51
JM Seoloane	-	-	-	-	44
LR Mudzanani	-	-	-	-	40
T Modau	-	-	-	-	40
ML Mashego	-	-	-	-	27
MJ Masia	-	-	-	-	25
JAM Magashoa	-	-	-	-	7
NB Nthambeleni	-	-	-	-	1
	1 383	141	7	1 531	2 104

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
33. Cash generated from operations		
Surplus for the year	175 183	142 755
Adjustments for:		
Deferred income	277 109	(18 177)
Depreciation, amortisation and impairments (note 27)	185 592	109 809
Finance costs	10 442	10 365
(Profit)/loss on sale of assets	3 604	2 075
Tax penalties	886	940
Other non-cash movements	524	10 056
Long service awards movements	472	2
Share of loss in associate	247	448
Leave provision movement	(3 920)	3 918
Other income write-offs (retention, unallocated receipts)	(4 116)	-
Post-retirement medical obligation movement	(6 669)	9 507
Investment income	(48 079)	(44 422)
Total adjustments	416 092	84 522
Changes in working capital:	18 300	265 860
Receivables from exchange transactions	11 660	73 126
Payables from exchange transactions	27 613	192 951
Movements in inventory	(20 973)	(217)
Cash generated from operations	609 574	493 137

34. Related parties

Relationship	Related Party
Senior Officials	Executive Management and Council
Controlling entity	Department of Higher Education
Under Common Control	National Student Financial Aid Scheme
Subsidiary - 100% owned	UIGC (Pty) Ltd
100% Controlled entity	University of Venda Foundation Trust
100% owned Subsidiaries of UIGC	Garcle (Pty) Ltd UIGC Security (Pty) Ltd UIGC Travel (Pty) Ltd
Associate of UIGC	Tshakhuma Barotta Farm

Related party transactions and balances:

Balances and transactions between the University and its subsidiaries, which are related parties, have been eliminated on consolidation and are not disclosed in this note. Transactions between the Group, its associates and other related parties are disclosed below:

Transactions with DHESI

Refer note 19.

Transactions with NRF

Research funds received	22 971	36 910
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Amounts included in trade and other receivables

Barotta farm	10 329	1 066
DHESI	388	-

Share of losses

Barotta farm	(247)	(448)
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University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Related parties (continued)		
Amounts included in trade and other payables		
NSFAS	63 000	63 000
DHESI	21 564	12 943
NRF	17 738	23 948

Transactions with Management and Council

Transactions with management and council are limited to salaries and meeting fees as disclosed in note 28 and 32.

Due to the nature of the University's operations and the diverse composition of its stakeholders, the Council takes particular care to avoid conflicts of interest and, accordingly, has adopted a policy requiring declarations of any interests – actual or potential – by members of Council and of its committees. In terms of this policy, transactions with third parties in which a Council or committee member has a direct or fiduciary interest are required to be disclosed and, consequently, must be entered into at arm's length and be in accordance with the approved procurement policy. During the year under review, and subsequently, no material transactions were identified with third parties controlled by one or more members of the Council. There were no material contracts entered with executive management during the year under review.

35. Commitments

At the financial year end, the university had the following outstanding commitments:

Property, plant and equipment	182 857	27 760
Orders issued for inventories and other services	3 395	29 223
	186 252	56 983

The University has 17 projects under construction (as discussed in note 5.1 above) currently and pursuant to these, there are commitments worth R178 million (2019: R28 million) made to various construction professionals and contractors who were appointed to complete the respective projects.

The rest of the commitments relate to normal procurement processes that are part of the running of the University.

36. Contingent liabilities

The University and its subsidiary companies are party to legal disputes and investigations that have arisen in the ordinary course of business. The University is defending its position on these matters. Details are noted below:

36.1. Jackcliff Trading CC vs Univen

The University received a summons from Jackcliff Trading CC claiming an amount of R8,6 million for an alleged repudiation of contract for the provision of security services to the University. The amount also includes alleged annual sectoral determination increment for the 2015 academic year.

36.2. NP Mbulungeni vs Univen and others

A former female student lost her life at the hands of her boyfriend and father of her child while on campus. The former student's father lodged a claim for loss of support on behalf of the minor child for R20,0 million.

36.3. Moripane Construction & Projects CC vs Univen and SeCo Project Managers

The University appointed Base Major Construction (Pty) Ltd (Base BMC) for the construction of student residences and SeCo Project Managers (SeCo) consultants for the project. BMC further subcontracted Moripane Construction & Projects CC (Moripane). Moripane is suing Univen and SeCo for R2,8 million for alleged services rendered to Univen.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
--	---------------	---------------------------

Contingent liabilities (*continued*)

36.4. TE Mulaudzi vs Univen

Mr TE Mulaudzi, a former student, sued the University for R4,5 million for defamation of character after the University charged him for an offence relating to examination irregularities.

36.5. Univen vs Royal Blue Sureties

The University appointed Matakanye Construction CC (Matakanye) to carry out construction works on campus. Matakanye submitted a surety bond issued by Royal Blue Sureties (RBS), a trading company of GKF Global (Pty) Ltd, worth R2,8 million. However, during 2017, Matakanye failed to complete the project in terms of the JBCC Agreement. This means that Matakanye abandoned the project. Univen instructed its legal team to recover the guarantee amount from RBS.

36.6. Eagle's 911 vs Univen

Eagle's 911 brought an application to court for an order to direct the University to release an alleged outstanding payment of R3,3 million, and for the University to confirm the validity of the agreement between Univen and EAGLE's 911.

36.7. Ndamulelo Nembilwi vs Univen

The University received a combined summons from N Nembilwi, who is suing for R4,0 million (excl. VAT) for injuries sustained due to the alleged negligent actions by the University's cleaning company.

37. Going concern

The country-wide lockdown brought on by the Covid-19 pandemic has resulted in the University changing the way we deliver teaching, learning and testing. It has also changed the way the rest of the University works, both in the academic and support areas. We have migrated many of our activities to online platforms, which has resulted in travel and accommodation savings, while the demand for connectivity and for connection devices has grown. Another consequence has been the unavailability of funds from both parents to pay for university fees due to job losses, and the government to award grants to universities as money was redirected to respond to the pandemic.

The University's budget, forecasts and projections take these changes into account and show that the University will still have a positive cash flow in the 2021 financial year. Council has a reasonable expectation that the University has adequate resources to continue its operations for the next 12 months. The University will continue to adopt the going concern basis in preparing its financial statements. The university is solvent with R1,9 billion in net asset value.

Furthermore, it is accepted that the university's income is largely dependent on student tuition fees and government subsidies at 32% (2019: 37%) and 59% (2019: 56%) respectively.

The Higher Education, Science and Innovation has made a commitment for the grant subsidy for 2021 and payments are expected after the start of the 2021 academic year. In addition, NSFAS is in the process of finalizing the funding list for the University of Venda.

38. Subsequent events

Between the year-end and the date of the approval of the consolidated annual financial statements, no material facts or circumstances have arisen that materially affect the financial position of the University.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

2020
R'000

2019
R'000
Restated

39. Financial risk management

The University's activities expose it to certain business and financial risks, namely market risk, credit risk and liquidity risk. The University's overarching risk management programme focuses on both the identified operational risks and the unpredictability of financial markets and is aimed at minimising the potentially negative impact on the University.

39.1. Business risks

The main business risks of the University, as identified by Management, are as follows:

- Business continuity due to Covid-19 regulations.
- Cyber security.
- Pressure on the unearmarked and earmarked government subsidies to universities, specifically due to the recent decline in NSFAS funding for first-year qualifying students and the appeal of students for the settling of outstanding student fees.
- Decline in funding for research, including post-graduate bursaries.
- National fee regulation.
- Infrastructure constraints and the high cost of the ongoing maintenance of facilities and science equipment.

These risks are monitored continuously, and appropriate steps are taken to manage them optimally.

39.2. Capital management

The University's objective when managing capital (which includes all items of capital and funds as presented on the statement of financial position) is to safeguard the ability of the University to continue as a going concern and to maintain an optimal capital structure to reduce the cost of capital. In this regard, the University has ensured a sound financial position by limiting exposure to debt and increasing investments and cash balances. This position is managed through a comprehensive budgeting and review process each year.

39.3. Categories of financial instruments

The following table represents the financial instruments of the university per category:

31 December 2020	Financial Asset at Amortised Cost	Financial Asset at Fair value Through P/L	Total
Assets as per statement of financial position			
Investments	-	61 776	61 776
Cash and cash equivalents	1 646 745	-	1 646 745
Trade and other receivables (see note 11)	201 055	-	201 055
Total financial assets	1 847 800	61 776	1 909 576
Liabilities as per statement of financial position at amortised cost			
	Amortised cost		Total
Borrowings	264 159		264 159
Trade and other payables (see note 20)	456 010		456 010
Total financial liabilities	720 169		720 169

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Financial risk management (continued)		
31 December 2019 (restated)		
	Financial Asset at Amortised Cost	Financial Asset at Fair value Through P/L
Assets as per statement of financial position		
Investments	-	58 878
Cash and cash equivalents	1 149 342	-
Trade and other receivables (see note 11)	209 090	-
Total financial assets	1 358 432	58 878
		1 417 310
Liabilities as per statement of financial position at amortised cost		
	Amortised cost	Total
Borrowings	281 110	281 110
Trade and other payables	436 201	436 201
Total financial liabilities	717 311	717 311

39.4. Financial risk management objectives

The Group is exposed to a variety of financial risks: market risk (including foreign currency risk, cash flow and interest rate risk, price risk), credit risk, liquidity risk and capital risk.

A Risk Management Committee (RMC) comprising of members of council and executive management, identifies, evaluates and co-ordinates the management of strategic risks faced by the University. RMC reviews processes regularly for continuing relevance and effectiveness and reports to the Audit Committee. A report on the risk management processes, as well as a summary of the risk register, is presented to the Audit Committee and to the Council regularly. These risks include market risk, interest rate risk, credit risk and liquidity risk. The University varies its investment philosophy by the term of the liabilities and the risk profile. To this end, two portfolios have been established, namely:

Stable Portfolio – Medium term investing (2 to 5 years) where the investment objective and risk constraint is set relative to inflation and a low risk of capital loss over the medium term.

Money Market Portfolio – Short term investing (2 years and less) where the investment objective and risk constraint is set relative to short term interest rates and a high degree of capital security.

The University's investment channels have strong investment characteristics and no portfolios that have speculative characteristics are utilised.

39.4.1. Financial risk management factors

Market risk

The activities of the University expose it to various market risks, including foreign exchange risk, price risk, credit risk and interest rate risk.

a) Foreign exchange risk

The University has limited foreign exchange exposure in respect of its normal operating activities and therefore no formal policy is in place to manage this risk.

b) Price risk

The University is exposed to price risk through the ownership of listed shares, which are classified as at Fair value through profit and loss. The level of volatility observed on our shareholding is as follows:

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Financial risk management (continued)		
Old Mutual Limited	-39,8%	-12,2%
Nedbank Group Limited	-38,8%	-22,0%
Quilter Plc	6,9%	33,7%

These volatility figures are not out of line with the general market movements in the 2020 financial year due to the impact of Covid-19 in the global markets. The University did not purchase these shares but received them through the demutualisation process by Old Mutual. They are held for dividend payments.

The University is not exposed to commodity price risk.

Should the share prices of these equity instruments rise/fall by 10% at 31 December 2020, and all other factors remain unchanged, the fair value adjustment would be R92 thousand in surplus/deficit.

c) Interest rate risk

The University's interest rate risk arises from long-term borrowings issued at variable rates. Interest rates attributes of new loans are to be reviewed and approved in accordance with policies approved by Council to ensure interest rate exposure will not exceed acceptable levels to the Council. In practice, the University also has a best practice to pay creditors within agreed settlement periods to avoid further interest exposures.

Interest rate sensitivity analysis

DBSA Loan

The sensitivity analyses below have been determined based on the exposure to interest rates for the outstanding loan at the reporting date. The analysis is prepared assuming the amount of liability outstanding at reporting date was outstanding for the whole year. A one hundred basis point increase or decrease is used when reporting interest rate risk internally to key management personnel and represents management's assessment of the reasonably possible change in interest rates.

If interest rates on the floating interest rate DBSA loan had been 100 basis points higher/lower and all other variables were held constant, the University's interest will change as follows:

Current interest on loan	19 519	27 357
Add 1%	22 698	30 306
Deduct 1%	16 340	24 410

The surplus for the year would not be impacted, but the value of Assets Under Construction would have increased/decreased by R3 million (2019: R3 million).

Short term investments

The sensitivity analyses below have been determined based on the exposure to interest rates for the short-term investments at the reporting date. The analysis is prepared assuming the amount of investments at reporting date was invested for the whole year.

If interest rates on floating interest rate investments and bank balances as at year-end increase/decrease by 100 basis points, the surplus for the year would have increased/decreased by R14 million (2019: R10 million), represented as follows:

Current interest receipts	63 882	65 003
Add 1%	77 862	74 860
Deduct 1%	49 902	55 416

d) Credit risk

Credit risk refers to the risk that a counter party will default on their contractual obligations resulting in a financial loss to the University.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Financial risk management (continued)		
Credit risk arises from investments, deposits with banks and financial institutions, outstanding student fees and other receivables. Credit risk may also arise from debt securities. The University has no significant concentrations of credit risk. For banks and financial institutions, only independently rated parties are accepted, and the University has policies in place to ensure that credit exposure to any one institution is limited.		
The University's maximum exposure to credit risk is represented by the carrying amount of these financial assets on the statement of financial position. Receivables comprise of outstanding student fees, student loans and a number of customers dispersed across different industries and geographical areas. The University is exposed to credit risk arising from student receivables related to outstanding fees and loans.		
This risk is mitigated by requiring students to pay an initial instalment in respect of tuition and accommodation fees at registration, the regular monitoring of outstanding fees, the institution of debt collection action in cases of long outstanding amounts. In addition, students with outstanding balances from previous years of study are only permitted to renew their registration after either the settling of the outstanding amount or the conclusion of a formal payment arrangement. The University does not have any form of security in respect of student receivables.		
Trade and other receivables are shown net of any allowance for credit losses.		
The University's investment and cash and equivalents are subject to impairment requirements in terms of IFRS 9. The identified impairment loss was immaterial due to university investing in low-risk securities and with rated financial institutions.		
The credit ratings of the banks and financial institutions from which investments are made are monitored for credit deterioration. The University invested with the following institutions 31 December 2020:		
ABSA	1 421 002	545 922
Investec Bank	183 760	295 041
Nedbank	101 712	363 853
Old Mutual	916	1 262
First Rand Bank	573	-
	1 707 963	1 206 078

39.4.2. Liquidity risk

Liquidity risk to the University and its controlled entities is that they will not be able to meet their financial obligations as they fall due.

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities, the availability of funding through an adequate amount of committed credit facilities and the ability to close out market positions.

The University has minimised liquidity risk as shown by its sufficient cash, cash equivalents and investment portfolio. The University manages a cash budget that is continually updated and reported to Executive Management. An Investment Committee also oversees the investment portfolio managed by independent fund managers. A multi-manager approach is also followed in appointing investment managers to limit investment risk further. The table below analyses the University's financial liabilities into relevant maturity groupings based on the remaining period at the statement of financial position date to the contractual maturity date. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the University can be required to pay.

In order to cover possible liquidity risks the University is in a position to realise cash resources at short notice.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Financial risk management (continued)		
Current assets	1 951 901	1 440 512
Current liabilities	687 218	634 379
Current ratio	2.8	2.3

Trade and other payable equal their carrying amount, as the impact of discounting is not significant.

Financial liabilities (R'000)

At 31 December 2020

	Carrying amount	Contractual cash flow	< 1 year	1 – 5 years	> 5 years
Interest-bearing borrowings	264 159	513 107	32 927	131 707	348 473
Trade and other payables	456 010	456 010	456 010	-	-
Total	720 169	969 117	488 937	131 707	348 473

At 31 December 2019 (restated)

Interest-bearing borrowings	281 110	549 895	36 451	131 707	381 737
Leases	4 429	4 663	4 663	-	-
Trade and other payables	436 201	436 201	436 201	-	-
Total	721 740	990 759	477 315	131 707	381 737

39.4.3. Capital risk

The University's objectives when managing capital, which includes debt and accumulated funds are to safeguard its ability to continue as a going concern, maintaining an optimal structure to reduce the cost of capital.

In order to maintain the capital structure, the University has ensured a sound financial position by limiting exposure to debt and increasing investment and cash balances. This objective is met by a well-planned budget and cash flow process each year, in which the strategic objectives of the entities are addressed.

39.5. Management of available funds

The University of Venda manages its funds in order to ensure that it will continue as going concern. Funds consist of restricted and unrestricted funds. Restricted funds consist of operating, loan and fixed-asset funds with specific conditions for application. Unrestricted funds are those funds that the Council may use at its discretion.

40. Fair value estimations

The fair values of listed investments are based on quoted market prices as at year-end. The quoted market price refers to the closing price on the last date of business before year-end. The fair values of unlisted investments not traded in an active market are determined by means of applicable valuation methods, based on market conditions as at year-end. The nominal values of trade and other receivables and payables and interest-bearing borrowings less impairments and allowances for credit losses are deemed as their fair values.

Fair value measurements are disclosed in accordance with the hierarchy below:

Level 1: Quoted prices in terms of active markets for identical assets and liabilities

The fair values of listed investments are based on quoted market prices at year-end. The quoted market price refers to the closing price on the last date of business before year-end. The following instrument classifications, as reflected on the consolidated statement of financial position are included in this category: Listed equity instruments and unit trusts with a quoted market price.

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
--	---------------	---------------------------

Fair value estimations (*continued*)

Level 2: Inputs other than quoted prices obtained directly (prices) or indirectly (derived from prices)

Valuation techniques using observable inputs: quoted prices (other than those included in level 1) for similar instruments in active markets or quoted prices for identical or similar instruments in markets that are less than active and financial assets and liabilities valued using models where all significant inputs are observable directly or indirectly from market data.

The following financial instrument classifications, as reflected on the consolidated statement of financial position are included in this category: unlisted money market investments and cash deposits.

Level 3: Inputs for assets and liabilities not based on available market data

Fair values are determined on the basis of discounted cash flow models. The valuation of this investment is most sensitive to a change in the projected future distributions due to investments in the underlying assets and the discount rate used, as well as the JIBAR and CPI forecasts, the market risk premium and the risk-free rate. Any reasonably possible movements in these valuation inputs is not expected to have a material impact on the valuation.

The University had no level 3 investments during the 2020 financial year.

There were no transfers between level 1, 2 and 3 for recurring fair value measurement during the year.

The university's policy is to recognise transfers in or transfers out of the fair value hierarchy levels as at the end of the year.

The following table presents the Consolidated assets and liabilities that are measured at fair value at 31 December 2020:

Financial Assets 2020	Level 1	Level 2	Level 3
At fair value through profit and loss	916	60 860	-
Total	916	60 860	-
Non-financial Assets 2020	Level 1	Level 2	Level 3
Land	-	-	19 386
Buildings	-	-	1 587 393
Total	-	-	1 606 779
Financial Assets 2019	Level 1	Level 2	Level 3
At fair value through profit and loss	1 262	57 616	-
Total	1 262	57 616	-
Non-financial Assets 2019	Level 1	Level 2	Level 3
Land	-	-	19 088
Buildings	-	-	1 833 165
Total	-	-	1 852 253

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

2020
R'000

2019
R'000
Restated

41. Investments in subsidiaries

Subsidiary Name	Principal Activities	% holding	Year end
UIGC – owned by University of Venda	Training and other services	100,00%	31 December
UIGC Security- owned by UIGC	Security services	100,00%	31 December
UIGC Travel – owned by UIGC	Travel management services	100,00%	31 December
UIGC Garcle – owned by UIGC	Cleaning and gardening services	100,00%	31 December
University of Venda Foundation Trust	Income generation	100,00%	31 December

The university owns 100% investment in UIGC. UIGC is an income generating unity that was formed to generate income for the benefit of the university.

The university owns 100% in the Univen Foundation Trust. The university has resolved to dissolve the foundation in 2017 and its values have been consolidated at fair values. The dissolution was delayed by administrative processes but will be finalised in 2021.

42. Non-current assets held for sale

At the end of 2020, management identified a group of movable assets that were fully utilised and ready for disposal. The assets were earmarked for public auction on 27 November 2020, however, due to students' unrest, it was cancelled. On 25 February 2021, we conducted an online auction for staff and students. All remaining assets were auctioned off online on 23 March 2021. Management plans to hold auctions annually as part of a disposal strategy for redundant assets.

The carrying amounts of the assets in the auction list summarised below:

Computer equipment	491	-
Furniture and fixtures	50	-
Motor vehicles	794	-
Other equipment	94	-
	1 429	-

43. Taxation paid

Current year movement

Balance at beginning of the year	(1 603)	(72)
Prior period tax recognised	-	(1 531)
Interest on late payments	(124)	-
Balance at end of the year	1 011	1 603
Taxation paid	(716)	-

This is income tax paid by the UIGC to SARS to reduce their liability.

44. Correction of prior period errors

During 2020, the University discovered a number of prior period errors in the Annual Financial Statements that were signed off in 2019. The errors have been corrected by restating each of the affected financial statement line items for 2019.

Restatement at subsidiary level

The following errors have been corrected by restating the comparatives at subsidiary (UIGC) level, which in turn resulted in the restated of consolidated financial statements for the affected line items:

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
Correction of prior period errors (<i>continued</i>)		
i) Property, plant and equipment		
<p>The accumulated depreciation for cleaning, office and computer equipment for UIGC were wrongly calculated in the prior year, which resulted in the carrying amount of property plant and equipment being understated R74 thousand. Furthermore, Intangible assets with a carrying amount of R8 thousand were classified as property, plant and equipment in error. The errors have been corrected by restating the prior year figures resulting in a net increase of R66 thousand in the carrying amount of property, plant and equipment, and a net increase of R8 thousand in intangible assets.</p>		
ii) Deferred tax		
<p>UIGC recognised a deferred tax asset in prior years based on the expectation that they would be able to utilise the tax losses in future to reduce their taxable income. Management reassessed the issue and concluded that, based on the accumulated losses in the business, there is no reasonable expectation that the deferred tax asset will be utilised, and the matter was corrected as a prior error as the initial judgement was inaccurate. The correction of the error resulted in a decrease of R14 thousand to the deferred tax balance and a corresponding decrease in accumulated surplus.</p>		
iii) Revenue and Trade & other receivables		
<p>UIGC revenue for 2019 was understated by R4,7 million. The error was corrected by restating the prior year comparative numbers, resulting in an increase in revenue and a corresponding increase in trade and other receivables.</p>		
iv) Trade & other payables (VAT liability)		
<p>UIGC and its subsidiaries registered as VAT vendors on 30 June 2020. The VAT registration for all entities was not backdated to the period their taxable supplies exceeded the R1 million threshold as required by the VAT Act. This led to an understatement of VAT liability and an overstatement of revenue for 2018 and 2019 financial years. The non-compliance resulted in an estimated 10% penalties of the liability as per VAT Act. The correction of this error resulted in an increase in trade & other payables (VAT liability) of R18,2 million, increase in operating expenses (penalties) of R940 thousand, a decrease in revenue of R9,0 million and a decrease accumulated surplus of R7,8 million.</p>		
v) Bank overdraft		
<p>The UIGC bank overdraft for the prior year was combined and disclosed under trade and other payables. The error was corrected by disclosing bank overdraft as a standalone item which resulted in a decrease in trade and other payables of R884 thousand and an increase in Bank overdraft of R884 thousand.</p>		
vi) Taxation payable		
<p>UIGC has a tax liability that arose in prior years for which it has an agreed payment plan with SARS. This liability was not recognised in the prior year financial statements. The error has been corrected by restating the comparatives, resulting in an increase in tax liability of R1,6 million, decrease in accumulated surplus of R1,5 million and a decrease in payables of R72 thousand.</p>		
vii) Post-retirement medical obligation		
<p>The UIGC post-retirement benefits were overstated by R7 thousand, this error has been corrected by restating the comparative resulting in a decrease in benefit obligation and increase in accumulated surplus.</p>		
viii) Consulting fees		
<p>The UIGC consulting fees was overstated by R517 thousand in the 2019 financial year. The error has been corrected for by decreasing consulting fees, with a corresponding decrease in trade and other payables for the year.</p>		

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated
--	---------------	---------------------------

Correction of prior period errors (*continued*)

ix) Finance costs

UIGC finance costs were previously understated by R41 thousand. This error has been adjusted for by restating comparative figures.

Restatements at Group (Consolidation) Level

The following errors which resulted in restatement of prior year figures arose at group level:

a) Reclassifications

Long term receivables consisting of deposits for electricity were reclassified from current to non-current receivables. This resulted in an increase in non-current receivables of R4,2 million and a corresponding decrease in current trade and other receivables.

Actuarial losses amounting to R1,2 million were previously recognised under profit and loss. These have been reclassified to other comprehensive income.

b) Elimination journals

Additional intercompany revenue amounting to R16,3 million between UIGC and the University relating to 2019 was identified in the current year. This resulted in an additional eliminating journal being passed which resulted in a decrease of R16,3 million in revenue and a corresponding decrease in operating expenses.

The previously unrecognised revenue for 2019 in UIGC also resulted in an additional elimination journal for receivables against payables amounting to R5,1 million.

The details of the changes are presented in the tables below:

44.1. Consolidated statement of financial position

	Impact of correction of error		
	As previously reported	Adjustments	As restated
Property, plant and equipment	2 453 620	66	2 453 686
Intangible assets	-	8	8
Deposit on electricity	-	4 150	4 150
Deferred tax asset	14	(14)	-
Other non-current assets	6 292	-	6 292
Total non-current assets	2 459 926	4 210	2 464 136
Trade and other receivables	235 313	(3 429)	231 884
Other current assets	1 208 628	-	1 208 628
Total current assets	1 443 941	(3 429)	1 440 512
Total assets	3 903 867	781	3 904 648
Trade and other payables	(445 004)	(9 371)	(454 375)
Tax payable	-	(1 603)	(1 603)
Post-retirement medical obligation – current	(3 131)	7	(3 124)
Bank overdraft	-	(884)	(884)
Other liabilities	(1 598 237)	-	(1 598 237)
Total liabilities	(2 046 372)	(11 851)	(2 058 223)
Unrestricted funds	(687 195)	11 070	(676 125)
Other equity items	(1 170 300)	-	(1 170 300)
Total Equity	(1 857 495)	11 070	(1 846 425)
Total equity and liabilities	(3 903 867)	(781)	(3 904 648)

University of Venda

Consolidated Financial Statements for the period ended 31 December 2020

Notes to the Annual Financial Statements

	2020 R'000	2019 R'000 Restated	
Correction of prior period errors (continued)			
44.2. Consolidated statement of profit and loss and comprehensive income			
	Impact of correction of error		
	As previously reported	Adjustments	
	As restated		
Total income	1 528 439	(20 673)	1 507 766
Income from contracts	113 096	(20 673)	92 423
Other income	1 415 343	-	1 415 343
Total expenditure	1 413 032	(16 487)	1 396 545
Personnel costs	718 356	(415)	717 941
Academic professional	358 598	-	358 598
Other personnel	359 758	(415)	359 343
Expected credit loss on student debt and bad debts	129 855	-	129 855
Other operating expenses	455 012	(16 072)	438 940
Operating surplus for the year	115 407	(4 186)	111 221
Net finance income	34 102	(45)	34 057
Investment income	44 426	(4)	44 422
Finance costs	(10 324)	(41)	(10 365)
Non-recurrent expenditure	(3 745)	1 222	(2 523)
Actuarial losses	(1 222)	1 222	-
Other non-recurrent expenditure	(2 523)	-	(2 523)
Surplus for the year	145 764	(3 009)	142 755
Other comprehensive income			
Items that will not be subsequently reclassified to profit or loss			
Actuarial losses	-	(1 227)	(1 227)
Total comprehensive income	145 764	(4 236)	141 528



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