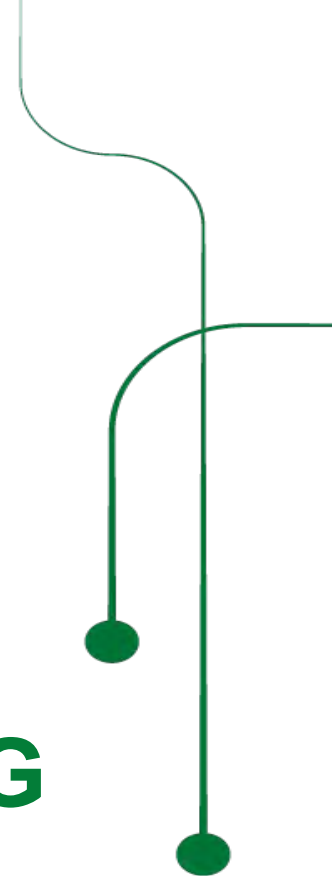
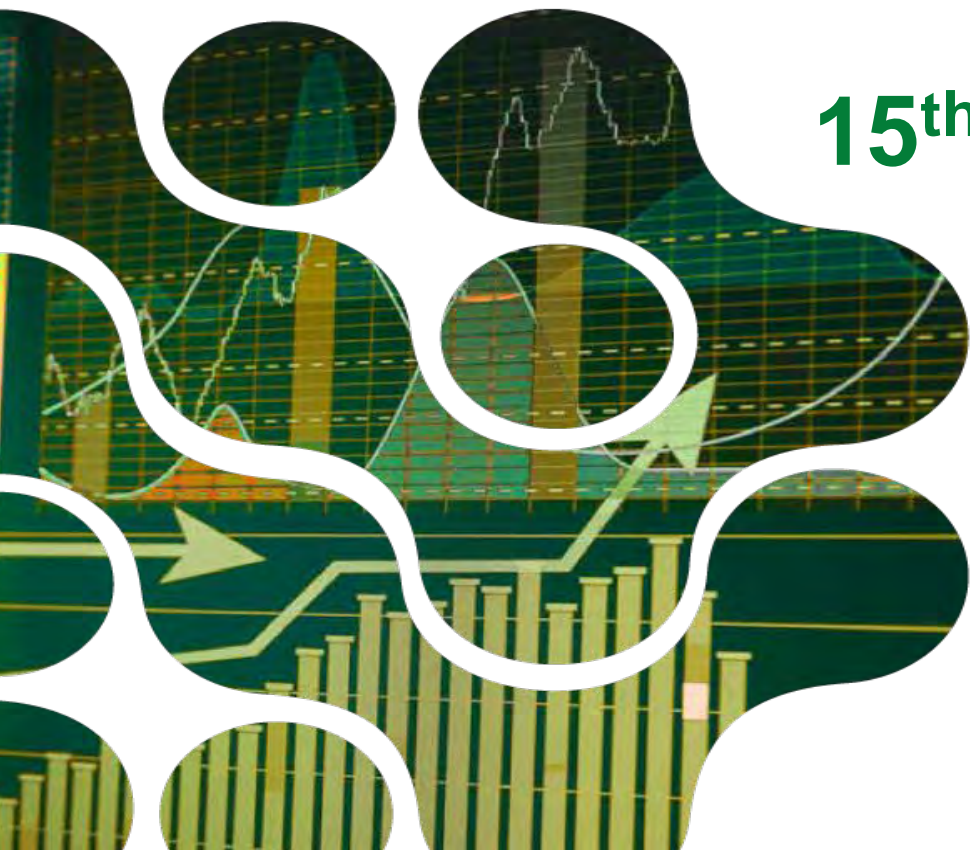


# Welcome to the PSETA

## 15<sup>th</sup> ANNUAL GENERAL MEETING

20 November 2025



# ANNUAL GENERAL MEETING

20 November 2025

Accounting Authority Chairperson

# ACCOUNTING AUTHORITY MEMBERS

## ACCOUNTING AUTHORITY MEMBERS

**Mr Reuben Maleka** - Interim Chairperson (Organised Labour Representatives)

**Prof Harry Munzhedzi** - Professional Bodies Representatives

**Mr Justice Shiburi** - Organised Labour Representatives

**Mr Nkonjane Maesela** - Organised Labour Representatives

**Mr Frikkie De Bruin** - Bargaining Council Representatives

**Adv Gugulethu Thimane** - Employer Representatives

**Ms Susan Mathonsi** - Employer Representatives

**Ms Tampane Molefe-Sefanyetso** - Employer Representatives

# 15<sup>th</sup> ANNUAL GENERAL MEETING PROGRAMME

| PROGRAMME | TIME   | ITEM   | PRESENTER   |
|-----------|--|--|---|
|           | Part One: Annual General Meeting Proceedings   |  |   |
|           | 10:00 – 10:10                                  | Opening and Welcome: Introduction of the Accounting Authority and Acknowledgements         | Mr Reuben Maleka (Interim AA Chairperson)                   |
|           | 10:10 – 10:20                                  | Adoption of the 2025 AGM Agenda  | Mr Reuben Maleka (Interim AA Chairperson)                   |
|           | 10:20 – 10:30                                  | Adoption of the AGM Minutes from 21 November 2024  | Mr Reuben Maleka (Interim AA Chairperson)                   |
|           | 10:30 – 11:00                                  | Accounting Authority Chairperson's Overview and Report                                     | Mr Reuben Maleka (Interim AA Chairperson)                   |
|           | 11:00 – 11:15                                  | Presentation of the audited Annual Report 2024 25 Financial Year                           | Ms Bontle Lerumo (Chief Executive Officer)                  |
|           | 11:00 – 11:30                                  | Presentation of the audited Annual Financial Statements of the year 2024 25 Financial Year | Mr Phumudzo Mbulaheni (Chief Financial Officer)             |
|           | 11:30 – 11:45                                  | Presentation of the Auditor-General Report for the year 2024 25 Financial Year             | Mr Zenzele Myeza (Audit Committee Independent Member)       |
|           | 11:45 – 12:00                                  | Presentation of the proposed Annual Performance Plan for the year 2026 27 Financial Year   | Ms Shivanthini Nagalingam-Potter (Chief Operations Officer) |
|           | 12:00 – 12:15                                  | Presentation of the proposed Annual Budget for the year 2026 27 Financial Year             | Mr Phumudzo Mbulaheni (Chief Financial Officer)             |
|           | 12:15 – 12:30                                  | Question and Answer Session  | AGM Delegates   |
|           | 12:30 – 12:35                                  | Adoption of the 15 <sup>th</sup> AGM Resolutions   | AGM Delegates   |
|           | Part Two: Celebrating Accountability & Service |  |   |
|           | 12:35 – 12:50                                  | PSETA Testimony  | PSETA Beneficiary   |
|           | 12:50 – 12:55                                  | Vote of Thanks   | Ms Susan Mathonsi (Interim AA Member)                       |
|           | 12:55 – 13:00                                  | Closing Remarks  | Mr Reuben Maleka (Interim AA Chairperson)                   |
|           | 13:00 – 13:15                                  | Celebration of the PSETA 7th Consecutive Clean Audit                                       | AGM Delegates   |
|           | Lunch  |  |   |



# Presentation of THE AUDITOR-GENERAL'S REPORT 2024–2025

Mr Zenzele Myeza | Audit Committee  
Independent Chairperson

# AUDITOR-GENERAL'S AUDIT OPINION 2024–2025



## AGSA report on the audit of financial statements

Financial statements present fairly, in all material respects:

- Financial position,
- Financial performance, and
- Cash flows for the year, in accordance with GRAP; PFMA & SDA.



## Report on the audit of annual performance report

Tested usefulness & reliability of performance information

No material findings



## Report on compliance with legislation

Tested compliance with key legislation relevant to financial & performance management of PSETA.

No material non-compliance with key legislation.



## Report on the internal control deficiencies

Agsa considered internal controls relevant to the audit

No significant deficiencies identified in internal controls



# AUDITOR-GENERAL'S AUDIT OPINION 2024–2025

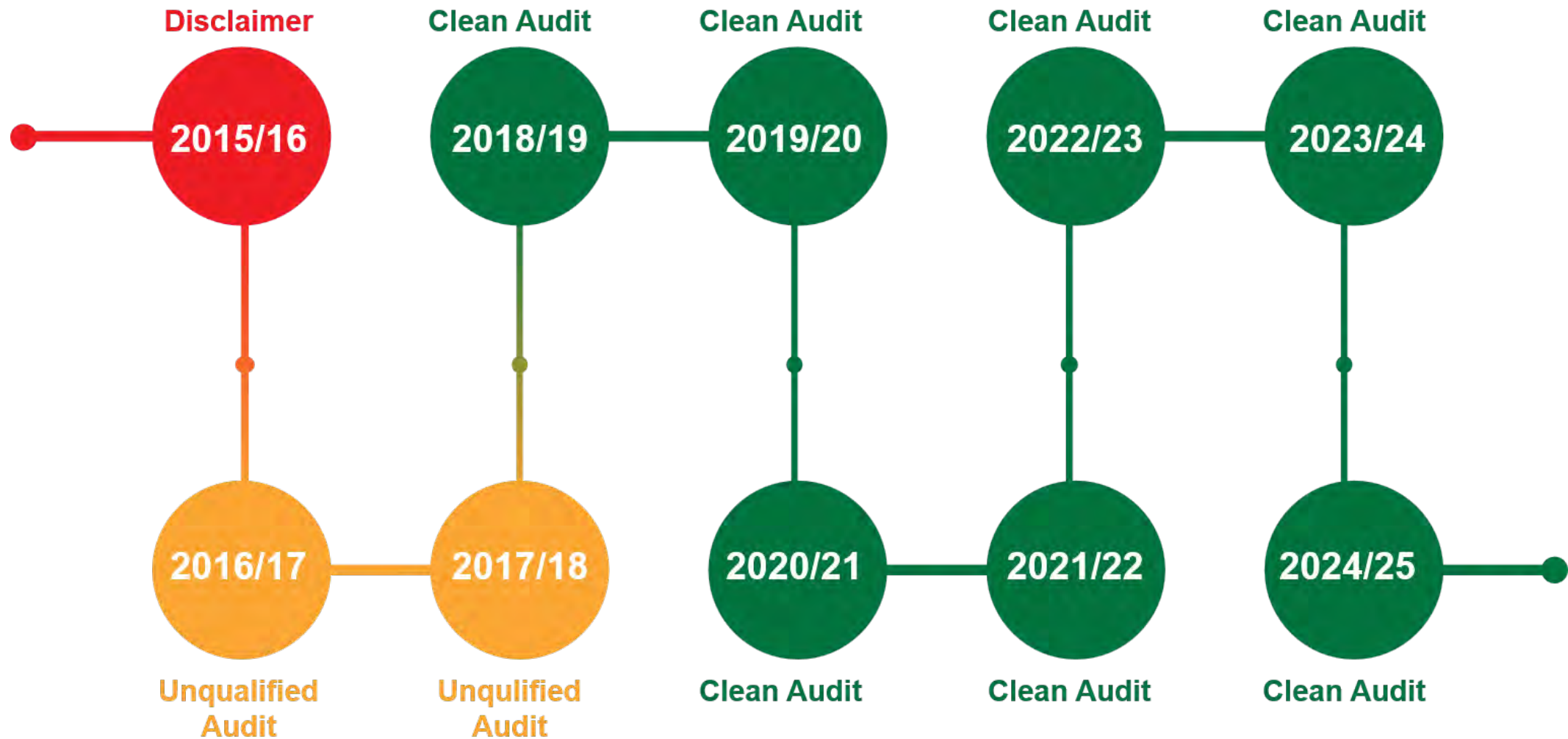
**CLEAN  
AUDIT**



received a  
**Clean Audit**

7<sup>th</sup> year in  
a row

# AUDITOR-GENERAL'S AUDIT OPINION HISTORY







# Presentation of THE PERFORMANCE INFORMATION 2024–2025

Ms Bontle Lerumo | Chief Executive Officer

## VISION

To be the heart of developing a skilled, capable and innovative Public Sector Workforce



## MISSION

To be the heart of developing an skilled, capable and innovative public sector workforce through:



Researching skills demand and supply in the sector



Effective delivery of skills development interventions based on occupationally-directed qualifications



Monitoring, evaluation and reporting of the implementation of Education, Training and Skills Development in the sector



A capable institution

## VALUES



Honesty and integrity



Service excellence

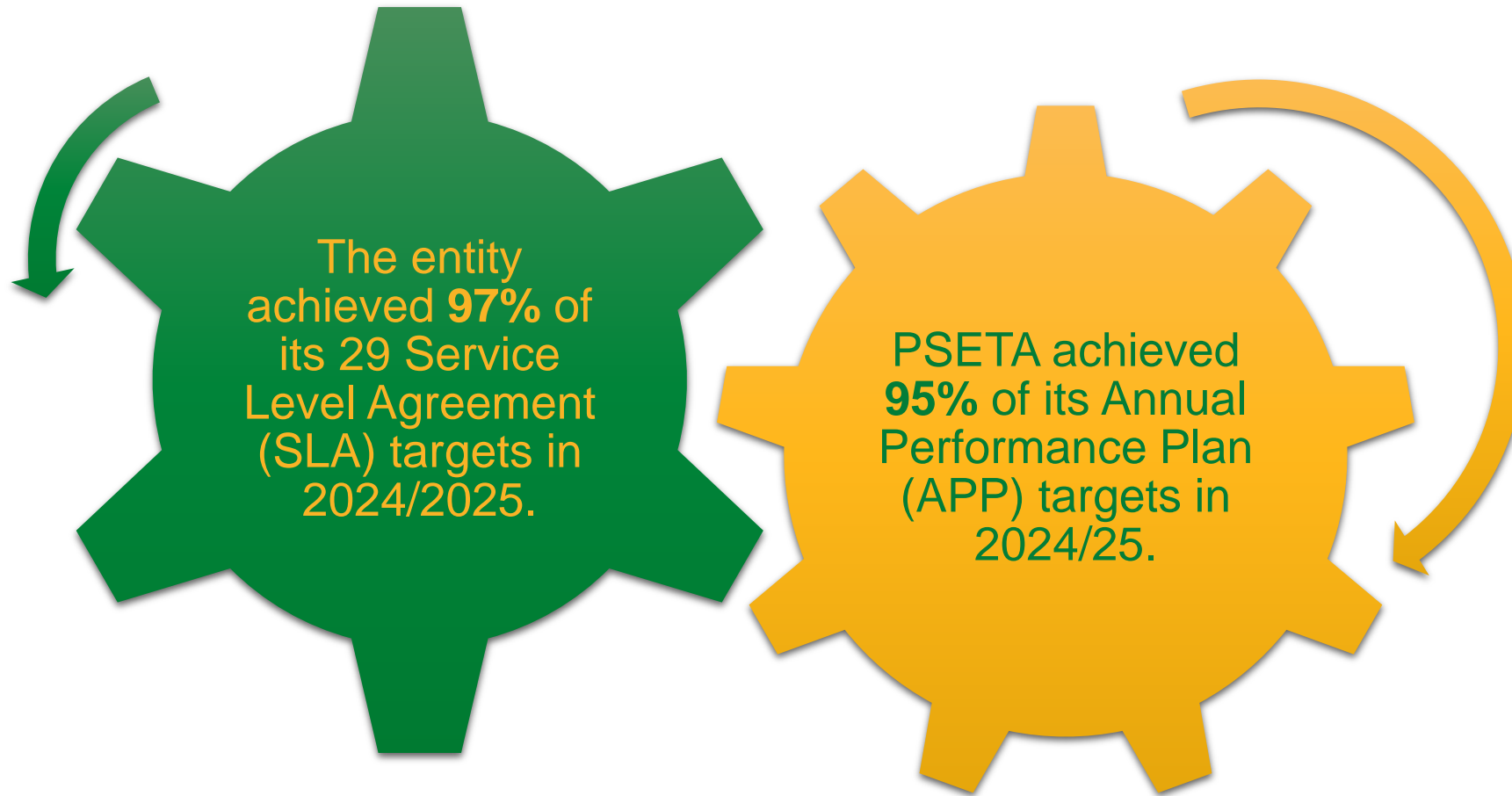


Accountability



Fairness and transparency

## PERFORMANCE AGAINST APP AND SLA 2024–2025



## PERFORMANCE PER PROGRAMME



**Programme 1:  
Administration** –  
5 of 6 performance  
indicators achieved  
(83.3%); vacancy  
rate reduction target  
not achieved.



**Programme 2:  
Skills Planning &  
Research** –  
3 of 3 performance  
indicators achieved  
(100%).



**Programme 3:  
Learning  
Programmes &  
Projects** –  
16 of 17 performance  
indicators achieved  
(94%).



**Programme 4:  
Quality Assurance** –  
5 of 5 performance  
indicators achieved  
(100%).



# KEY ACHIEVEMENTS



Achieved **97% of SLA targets (28/29)** and **95% of APP targets** — improved year-on-year.



**Clean audit from AGSA** (unqualified, no material findings) — **7<sup>th</sup> consecutive clean audit**; **100%** internal audit plan delivered; invoices paid within 30 days.



**Sector Skills Plan (SSP) 2025/26–2029/30 approved**, strengthening evidence-led planning.



Delivery scaled through partnerships: **12 new MoUs** with departments, TVETs and HEIs; expanded **WIL, internships and bursaries** with higher completion rates.



**Quality assurance** outputs achieved (accreditations, assessments, verifications) supporting transition to occupational qualifications.



**Stakeholder visibility**: provincial roadshows; newsletters; website & intranet updates with ICT; active on X, Facebook, LinkedIn and WhatsApp.



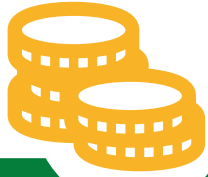
**Financial stewardship**: revenue ~**R141.8m**; expenditure ~**R164.7m**; increased grants (~**R78.1m**) to advance sector skills; going-concern maintained.



**Institutional strengthening**: sustainable funding model adopted; vacancy-reduction drive initiated; **ICT availability 100%** (vs 95% target).



# CHALLENGES



**Limited budget** to fully implement mandate – hence the Integrated Skills Development Funding Model approved in March 2025



**High vacancy rate** (31%) despite efforts; recruitment plan started in April 2025



Many role-players in the skills-planning ecosystem → **coordination burden**



**Document quality and timeliness** from some stakeholders (**learner docs, WIL sites**) are still a constraint



The **transition from pre-2009 qualifications to the occupational qualifications** has created challenges for registration of occupational qualifications and accreditation by SDPs



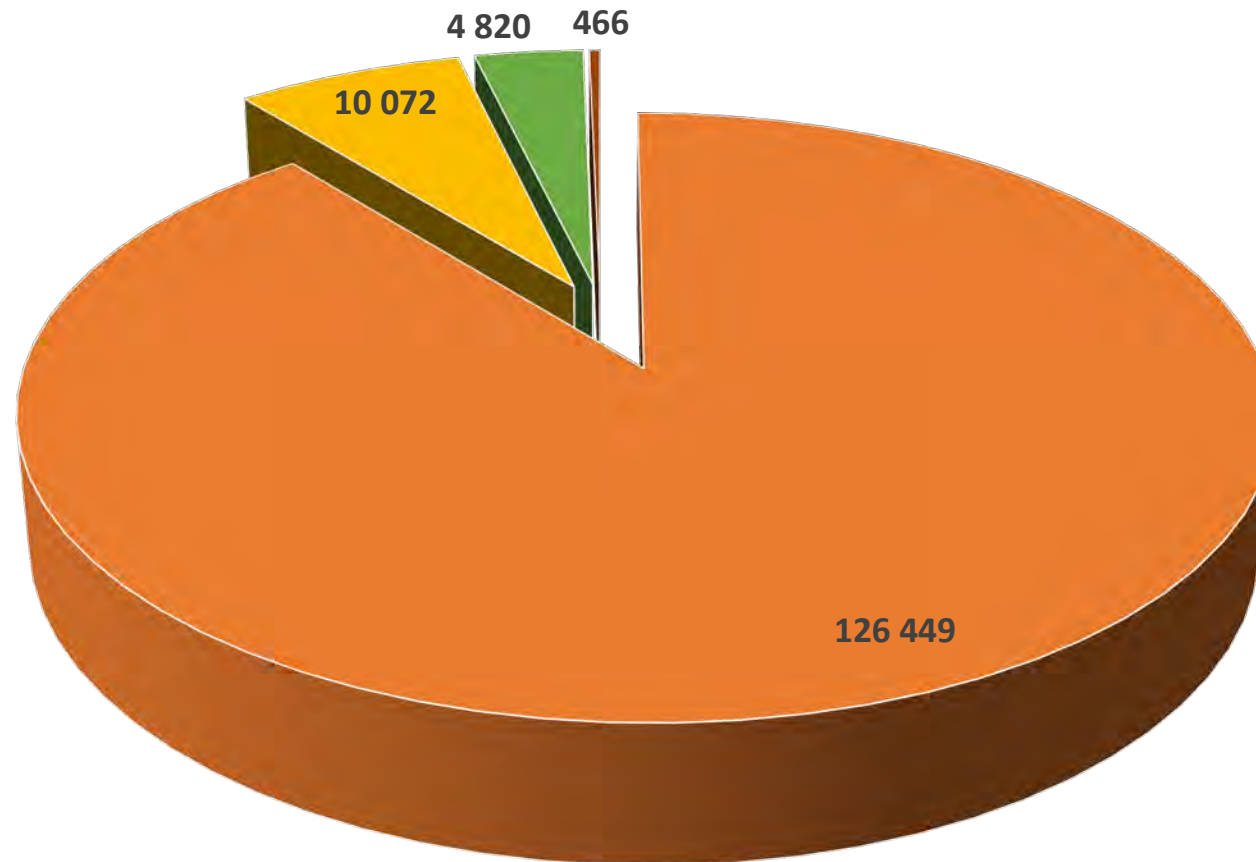


# Presentation of THE ANNUAL FINANCIAL STATEMENTS 2024–2025

Mr Phumudzo Mbulaheni | Chief Financial Officer

# REVENUE STREAM/SOURCES

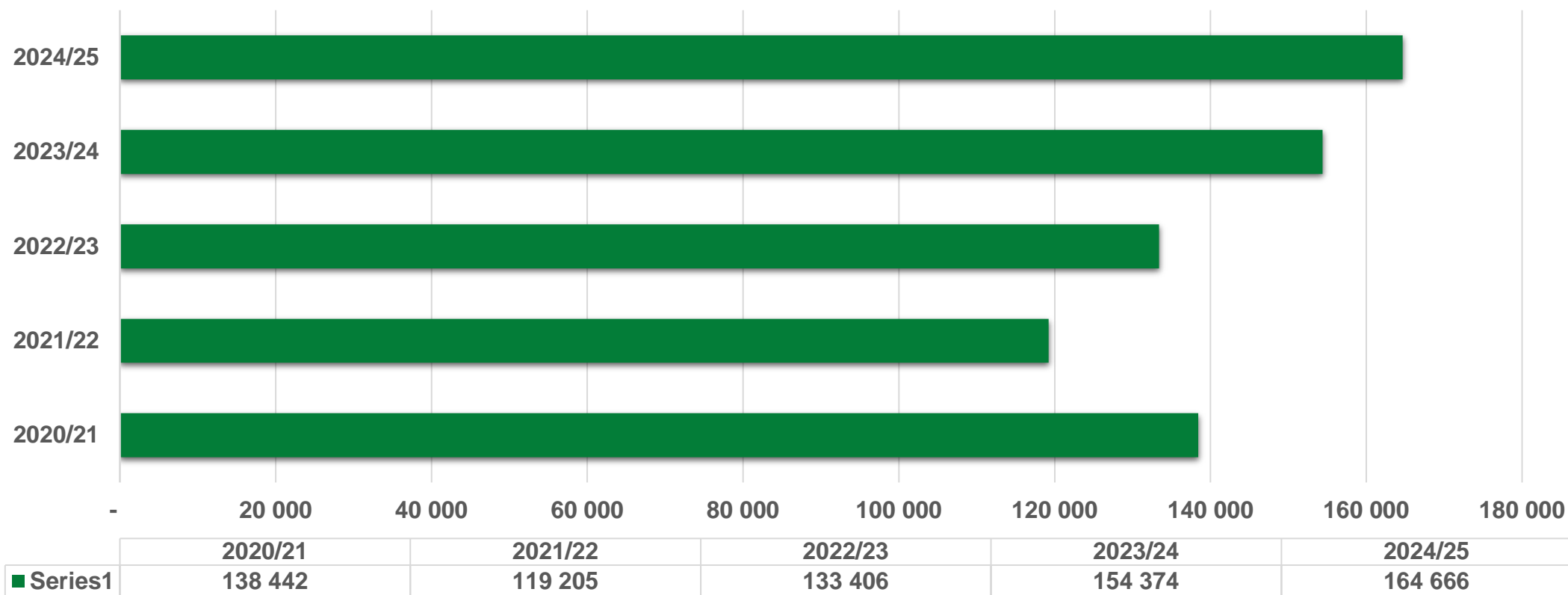
## 2024/25 REVENUE STREAM/SOURCES R'000



■ Voted Funds   ■ Investment Income   ■ SD Levy Income   ■ Other Income

# FIVE-YEAR FINANCIAL PERFORMANCE HISTORY

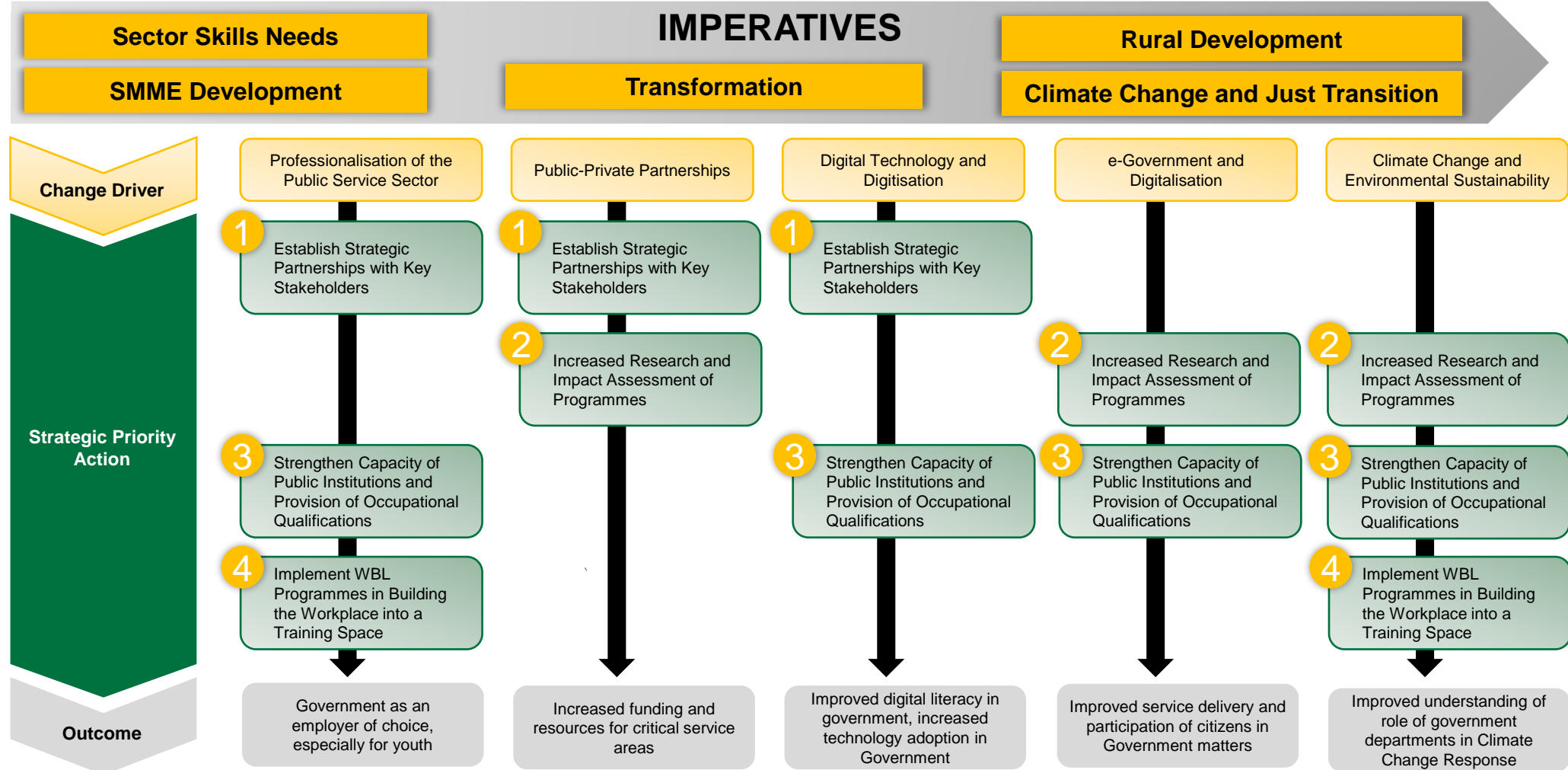
## FIVE YEAR EXPENDITURE TRENDS R'000



# Presentation of STRATEGIC PLAN 2026–2027

**Ms Shivanthini Nagalingam-Potter | Chief Operations Officer**

# STRATEGIC PRIORITY ACTIONS



# PRIORITY ACTIONS LINKED TO STRATEGIC OUTCOMES

## Priority Actions



**ACTION 1**

Building a competent and capable institution for Planning, Facilitation, Monitoring and Evaluation of Skills Provisioning in the sector



**ACTION 2**

Increased research and impact assessment of programmes



**ACTION 3**

Implement workplace-based learning programmes in building the workplace into a training space



**ACTION 4**

Strengthen the capacity of public institutions and the provision of occupational qualifications

## Strategic Outcomes



**OUTCOME 1**

Enhanced PSETA capabilities to deliver its strategy



**OUTCOME 2**

Improved credible research for skills planning



**OUTCOME 3**

Increased pool of skills into and within the Public Service Sector



**OUTCOME 4**

Quality learning interventions in the Public Service Sector





# Presentation of ANNUAL PERFORMANCE PLAN 2026–2027

**Ms Shivanthini Nagalingam-Potter | Chief Operations Officer**

# KEY FOCUS AREAS 2026–2027



## Administration

- Implement training and development interventions for PSETA staff
- Reduce vacancies by >5%
- Implement the Integrated Marketing & Communication and Stakeholder Relations Management Plan
- Career guidance advocacy sessions delivered
- Availability of ICT Systems
- Payment of invoices
- Clean audit



## Research and Skills Planning

- Sector Skills Plan Update
- Provincial Sector Skills Plans
- Tracer and impact assessment studies
- Workplace-based learning Framework
- PSETA-UJ Research Observatory
- Policy Briefs, Expert Seminars and Dialogues
- WSP Monitoring



## Learning Programmes

- Learnerships – occupational qualifications
- Skills Programmes: Digital Skills, Monitoring and Evaluation, Financial Management and People Management
- RPL – occupational qualifications
- Bursaries - Priority occupations/skills
- Internships – Priority occupations/skills
- Work Integrated Learning – TVET and UOT



## Special Projects and Partnerships

- Digital Skills – employed and unemployed
- Worker-initiated training – trade unions and bargaining councils
- Rural Development – delivery with strategic partners
- Small Business Support- Financial Management
- Webinars with professional bodies



## Quality Assurance

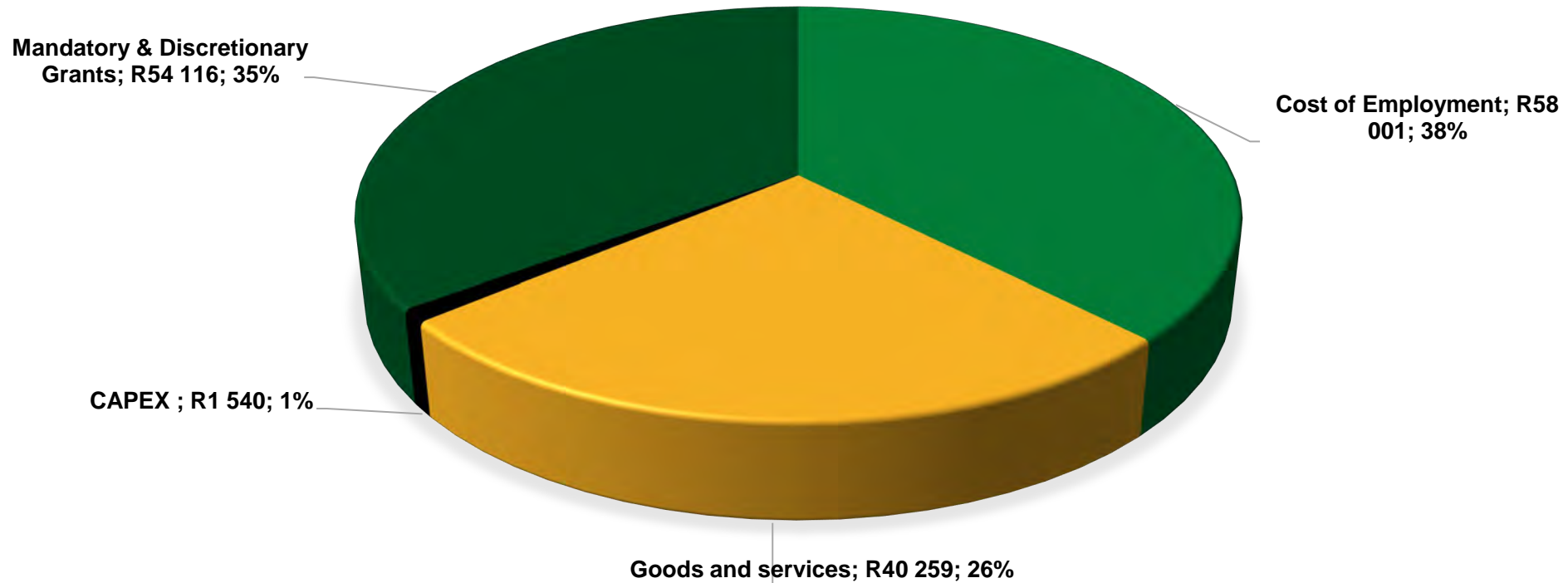
- Occupational qualifications – Learnerships and Skills Programmes
- Learning Material Development – Public Administration qualifications
- Accreditation – occupational qualifications
- EISA – occupational qualifications
- Certification
- RPL Capacity building

# Presentation of 2026–2027 BUDGET

Mr Phumudzo Mbulaheni | Chief Financial Officer

# 2026/2027 MTEF BUDGET

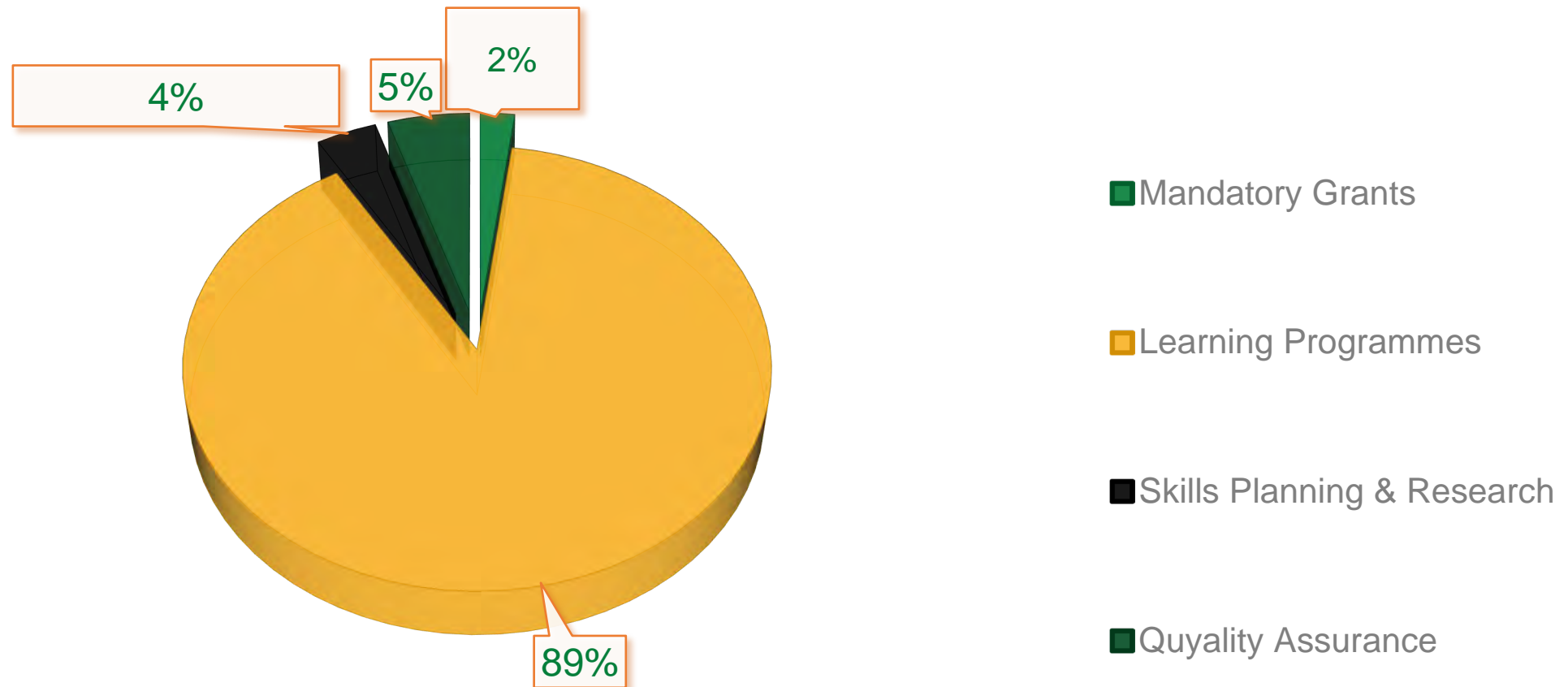
2026/27 MTEF BUDGET R'000



Total Budget = R 153 916 000

# MANDATORY & DISCRETIONARY GRANTS – 2026/2027

## MANDATORY & DISCRETIONARY BUDGET R'000



# QUESTION AND ANSWER SESSION



# AGM RESOLUTIONS


## VOTE OF THANKS

# Thank You

*Let's build a connected, informed and engaged public service sector together.*

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**Website:** [www.pseta.org.za](http://www.pseta.org.za)

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 Public Service Sector Education & Training Authority

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# *Thank you*



Report any incidents of fraud, corruption or unethical behavior  
Vuvuzela Fraud and Ethics Hotline  
Free Call Number: 0800 112 451  
SMS: 30916



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