



UNIVERSITY OF
KWAZULU-NATAL™
INYUVESI
YAKWAZULU-NATALI

2017

annual
report



100
Nelson Mandela
Centenary
2018
Be the Legacy

INSPIRING GREATNESS

Eyes of admiration looked up at him as he raised his fist in the air and powerfully declared, “*Amandla!*” The nation answered the call in unison, “*Awethu!*” They roared with fervour. The people were empowered, their unity inspired by his defiance against a system so blatantly wrong. Together they struggled, together they accomplished.

Nelson Mandela’s leadership rallied the nation against oppression and won the fight for freedom and democracy in our country. As we celebrate 100 years of Nelson Mandela, the University is encouraged to adopt the values he stood for which resonate with our own institutional values of Respect, Excellence, Accountability, Client-Orientation, Honesty and Trust (REACH[™]).

The University’s corporate colours have been fused with Madiba’s image using a posterised treatment to create a revolutionary feel. UKZN leaders are presented in a similar light, encouraging the values of Madiba within the University. The REACH[™] values form the theme of this year’s Annual Report.

With Madiba in our hearts, the UKZN community strives to inspire greatness.



RESPECT	IS A POSITIVE FEELING OF ESTEEM FOR A PERSON OR ENTITY.
EXCELLENCE	IS PERFECTING WHAT ONE DOES BEST.
ACCOUNTABILITY	IS TO TAKE RESPONSIBILITY FOR ONE’S DECISIONS AND ACTIONS.
CLIENT-ORIENTATION	IS TO PROVIDE QUALITY, EFFICIENT AND TIMEOUS SERVICE TO THE PUBLIC.
HONESTY	IS TO PROCEED WITH INTEGRITY AND UPHOLD HIGH ETHICAL AND MORAL STANDARDS.
TRUST	IS TO ACT IN A MANNER THAT SHOWS ONE IS RELIABLE IN WHAT ONE SAYS, ACCEPTS RESPONSIBILITY FOR ONE’S ACTIONS AND TAKES CARE NOT TO DO HARM TO ANYONE OR ANYTHING.



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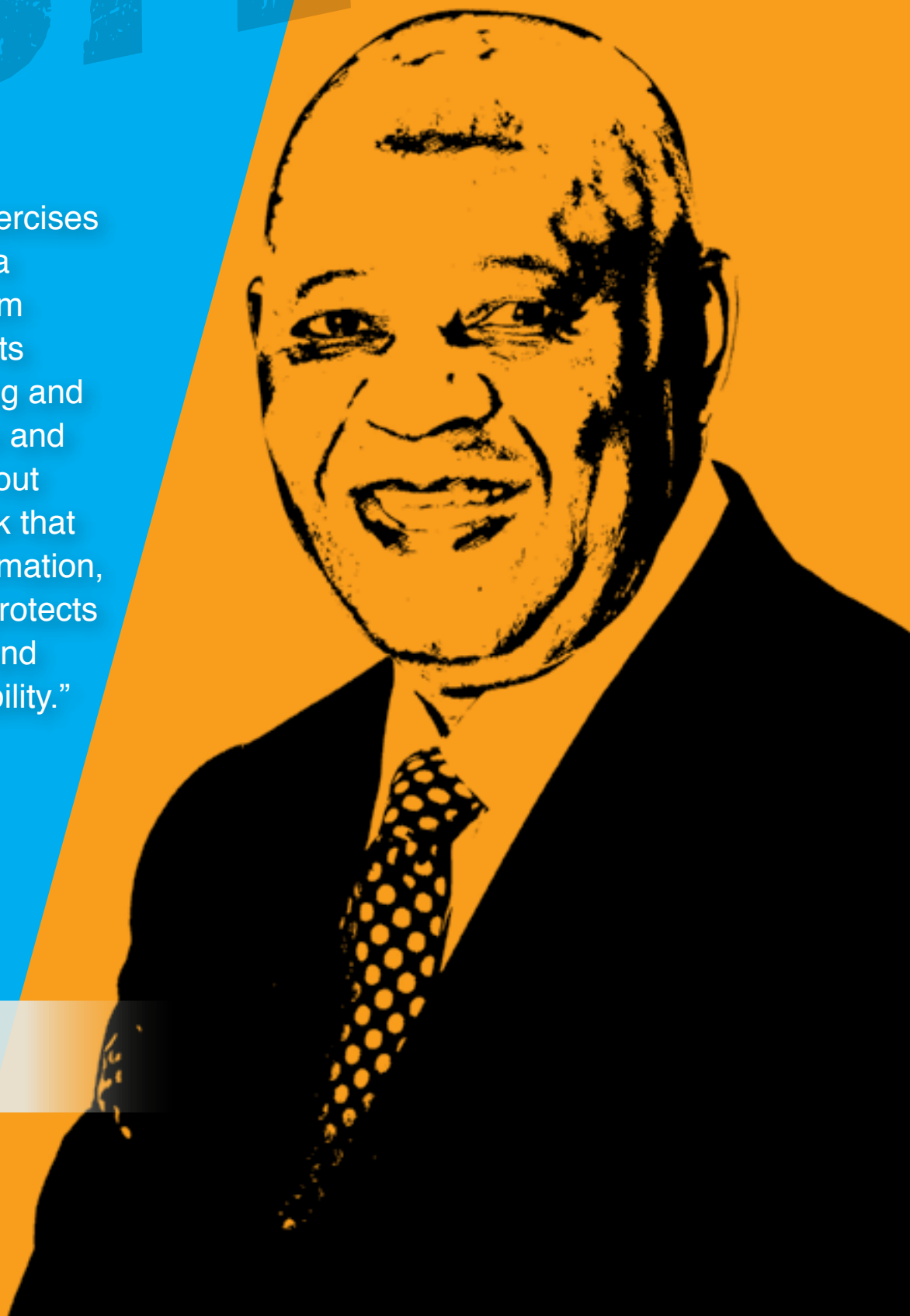
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REPORT OF THE CHAIR OF COUNCIL

“The University exercises leadership within a governance system that ensures that its mission of teaching and learning, research and service is carried out within a framework that promotes transformation, benefits society, protects the environment and ensures sustainability.”

Rev Dr V Mehana
Chair of Council



Council is the custodian of good governance and, as such, aims to implement and support a corporate governance system that not only meets the governance requirements set out in various Acts, regulations and commissions, but develops an institutional culture that permeates all governance structures and reflects the University's vision and mission.

Council is proud to report that during 2017, UKZN's strategic direction continued to be supported by its commitment to excellence in corporate governance at all levels. This Annual Report reflects some of the University's many achievements during this period which enhanced its status as a globally-recognised, research-led institution.

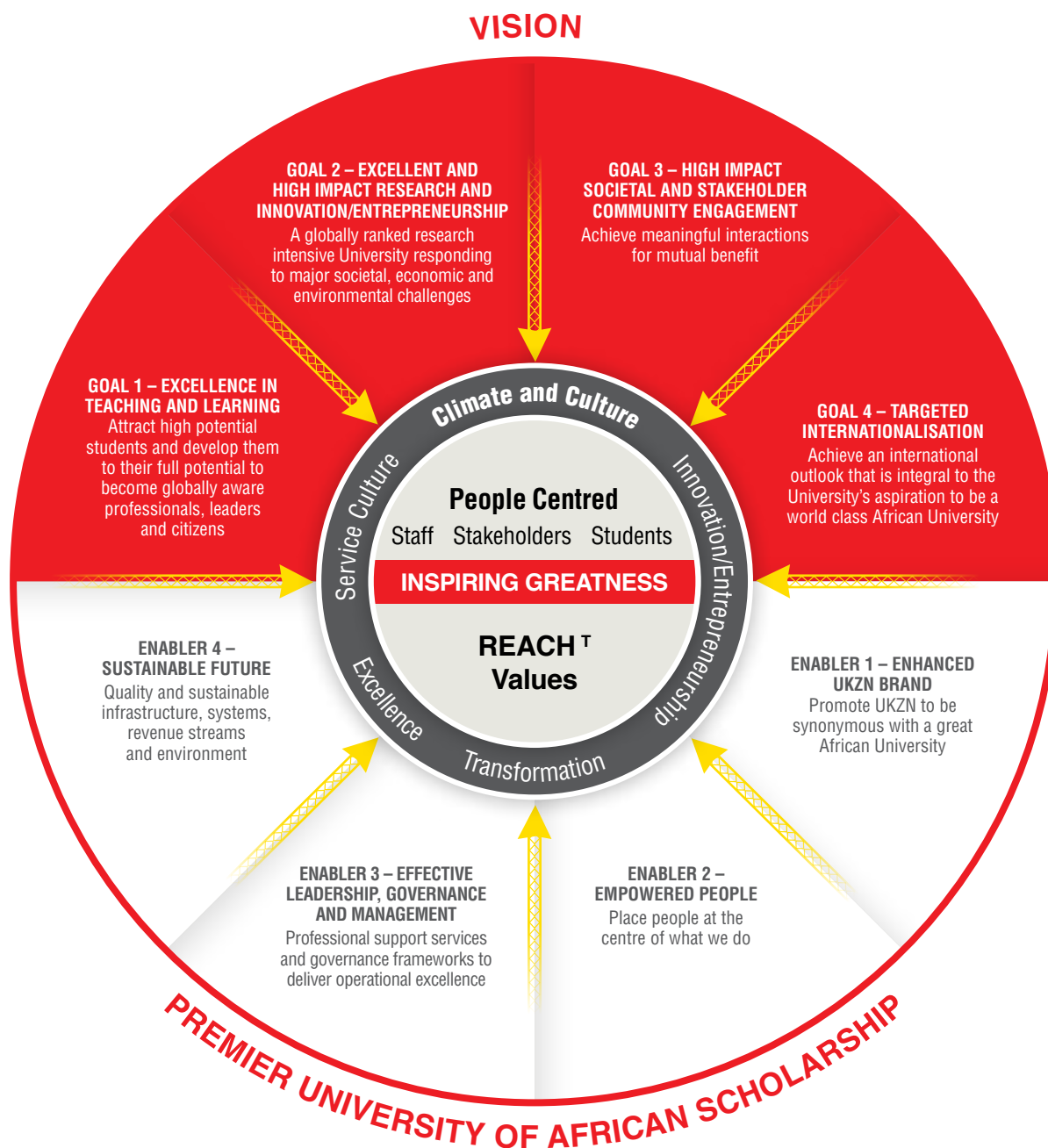
The formulation of a new Strategic Plan was an opportunity to take stock of our achievements and shortcomings and to determine our future in light of the challenges that lie ahead.

The Strategic Plan demonstrates our commitment to achieving transformation and excellence through our core function as a knowledge agent as well as through our engagement with stakeholders and communities. Transformation and excellence are pervasive elements that are deeply entrenched throughout the strategy to shape the future of the University.

The UKZN Strategic Plan 2017-2021 comprises several interlinked and complementary aspects that make up the entire strategy wheel of the University. In the centre is the purpose of the University, which is the reason the Institution exists. The purpose of the current Strategic Plan is "Inspiring Greatness" in all partners, stakeholders, and clients with whom UKZN engages. Complementary to this are aspects that relate to how the University aspires to go about its business – the climate and culture and people issues which are underpinned by a set of agreed values that all people at UKZN are committed to live and work by.

OPERATIONAL INFORMATION

UKZN's Strategic Plan 2017–2021 was adopted after widespread interaction and consultation with the entire University community.



The climate and culture issues are supported by a set of four Strategic Goals that form the heart of the strategic intent of UKZN. These goals will only be achievable if the University succeeds in fulfilling all four enablers which are a pre-requisite for success. The culmination of all these efforts will allow for the effective pursuit of the vision “To be the Premier University of African Scholarship”.

ETHICAL LEADERSHIP AND CORPORATE CITIZENSHIP

UKZN aims to establish a value-driven organisational culture that empowers the Institution and its people to achieve institutional goals. The guiding values are Respect, Excellence, Accountability, Client Orientation, Honesty, and Trust – represented as REACH^T. The behaviour and actions of everyone at UKZN will, accordingly, demonstrate:

Respect:	UKZN undertakes to promote mutual respect, courtesy and inclusiveness
Excellence:	UKZN undertakes to display quality, leadership and energy in all that it does
Accountability:	UKZN promises to be responsible and accountable in the behaviour displayed towards all its stakeholders
Client-Orientation:	UKZN undertakes to satisfy the needs of all its clients, stakeholders and partners on a consistent basis
Honesty:	UKZN promises to deliver with integrity, steadfastly and with adherence to good governance
Trust:	The “T” symbol refers to the principle of “trust” that underpins all the other institutional values. The implicit trust enjoyed by every member of UKZN and their well-defined actions that embrace the REACH ^T values are important ingredients of the moral fibre of the Institution

All employees are expected to live up to these values and communication of these principles continued throughout the year under review.

These values are further embedded in the UKZN Leadership Capability Framework and Leadership Development Programmes (LDP and ALDP). The Women's Leadership Programme, *Imbokodo*, focuses on capacity development of women in both academia and professional services. It held three sessions/workshops in 2017.

The University exercises leadership within a governance system that ensures that its mission of teaching and learning, research and service is carried out within a framework that promotes transformation, benefits society, protects the environment and ensures sustainability. The leadership style is underpinned by the conviction that the University belongs to all its stakeholders, hence, it has an obligation to act in a way that protects its ecosystems for the benefit of society at large.

RISK MANAGEMENT

Council is very aware of its responsibility and accountability concerning the identification of and mitigation against risk.

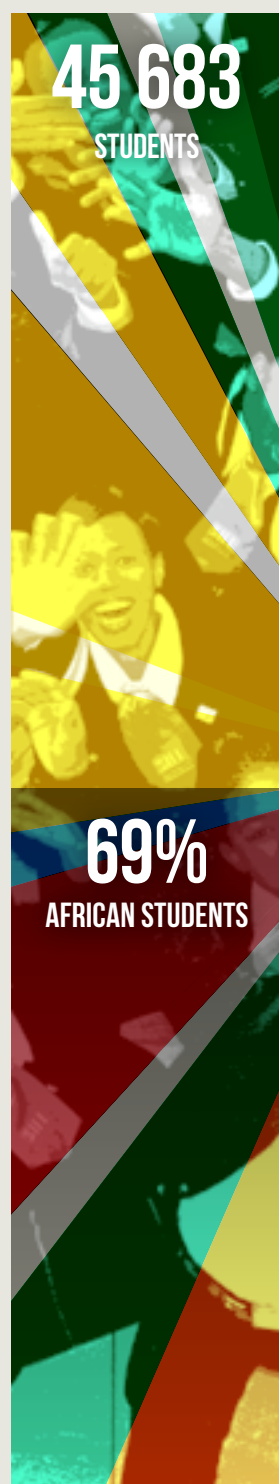
The University manages risk within a framework comprising governance, a defined risk policy, assurance processes and an underlying policy and control environment.

Processes are in place for the identification, evaluation and management of significant risks that threaten the achievement of UKZN's strategic objectives. These are recorded in the Risk Registers of the Colleges and Support Division levels and the top risks identified are elevated to the University Risk Register. The Manager for Enterprise Risk Management monitors and reviews emerging and changing risks throughout the year in collaboration with the Risk Champions Forum representing the risk managers in the Colleges and Support Divisions. The outcomes inform the Professional Services Board, the Executive Management Committee and the University Audit and Risk Committee. Risk owners assess gross and net risk regularly and, through the Risk Champions Forum, each of the risks in the Register is formally assessed at least once each year. The Executive Management Committee ensures that the Colleges and Support Divisions manage their operational risks effectively.

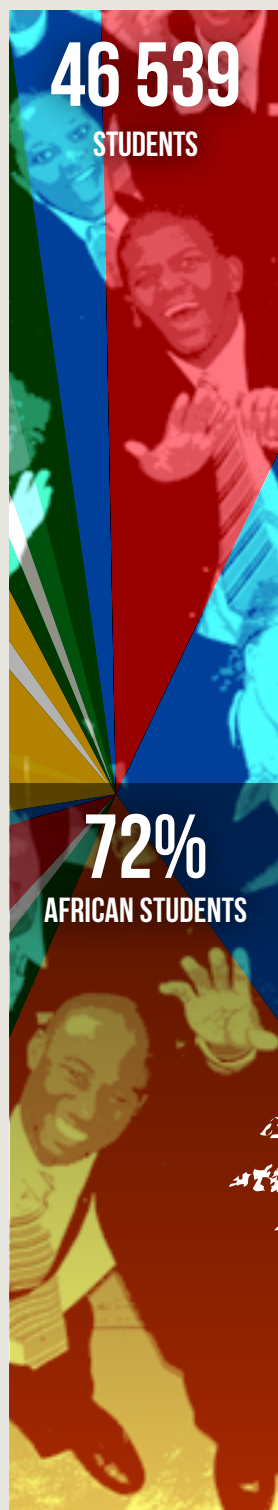
All major projects have individual risk registers and risk assessment is incorporated into planning and decision-making processes. Risk assessment training and awareness is promoted through the management structure. The University Risk Register is formally reviewed and updated annually by the Audit and Risk Committee and approved by the University Council. The most recent update aligns with the University's Strategic Plan 2017-2021.

OVERALL STUDENT NUMBERS AT UKZN HAVE GROWN STEADILY OVER THE PAST THREE YEARS

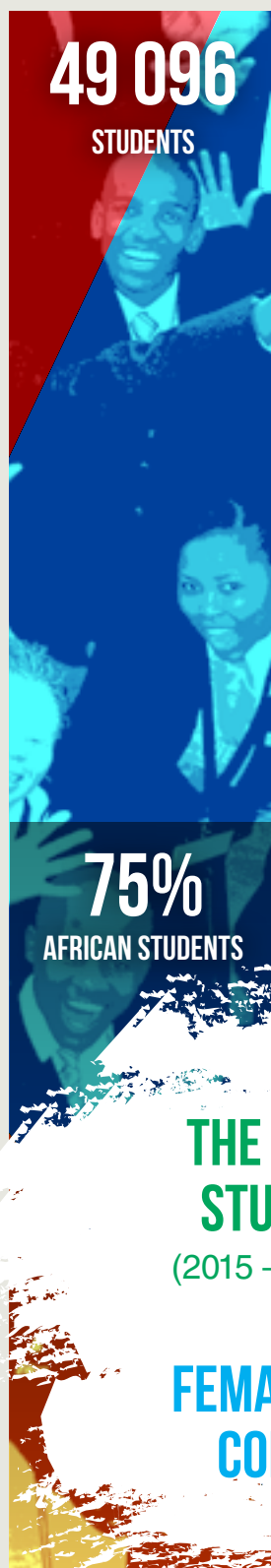
(2015 – 45 683; 2016 – 46 539; 2017 – 49 096)



2015



2016



2017

THE PROPORTION OF AFRICAN STUDENTS HAS ALSO GROWN

(2015 – 69%; 2016 – 72%; 2017 – 75%)

The proportion of
**FEMALE STUDENTS REMAINED
CONSTANT AT AROUND 57%**
from 2015 to 2017

INTERNAL AUDIT

MANDATE

The mandate of Internal Audit is determined by the Internal Audit Charter approved by Council. Internal Audit is an independent, objective assurance and consulting activity designed to add value and improve on organisational operations to ensure that it accomplishes its objectives. Internal Audit achieves this by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control and the University's governance processes.

The Internal Audit Charter establishes the purpose, scope of work, responsibility, accountability, independence and authority conferred to Internal Audit in terms of the International Standards

for Professional Practice of Internal Auditing (ISPPA). The Charter was reviewed by the Audit and Risk Committee in the current year. In discharging its responsibilities, Internal Audit ensures its independence and complies with the Institute of Internal Auditors Code of Ethics and the ISPPA. The head of Internal Audit has direct access to the Audit and Risk Committee, primarily through its Chair.

PERFORMANCE

Internal Audit made a significant contribution to improving governance through the execution of audit projects that were on the risk-based Annual Internal Audit plan approved by the Audit and Risk Committee and bringing the identified control weaknesses to management's attention. Tabled below is the summary of Internal Audit performance and audit outcomes for the year against the approved audit plan:

Table 1: Performance and Outcomes

Details	2015	2016	2017
Audit reports issued	25 (89%)	28 (87%)	20 (80%)
Planned deferred projects	3	5	5
Overall audit ratings:			
• Limited or no assurance from control design	36%	50%	59%
• Moderate assurance from control design	46%	46%	41%
• High assurance from control design	18%	4%	0%

The results of the three years ended in 2017 suggest that there has been minimal change overall and that the general status of internal controls requires significant improvement. On this basis, the focus of Internal Audit for the next year will be biased towards consulting projects to support Management with implementing processes to strengthen the internal control environment.

GOVERNANCE OF INFORMATION TECHNOLOGY

UKZN's Information Technology (IT) systems have been developed and implemented according to defined and documented standards to achieve efficiency, effectiveness, reliability and security. Accepted standards are applied to protect the privacy of, and ensure control over, all data. Where possible, systems are designed to promote ease of use for all users and the development, maintenance and operation of all systems are under the control of competent staff. In using electronic technology to conduct transactions with staff, students and third parties, the relevant controls and procedures are designed and implemented to minimise the risk of fraud or error.

Strategic investment in the University's Information Technology (IT) infrastructure continues to add value to staff and students alike. Highlights for 2017 included a number of enhancements in the auditing of ITS User Access Reviews; cybersecurity; wireless network capacity; video surveillance infrastructure; access control and video conferencing facilities integrated into a unified platform.

COMPLIANCE WITH LAWS, CODES, RULES AND STANDARDS

The University is fully compliant with all laws applicable to Higher Education and its operations in general. Likewise, it complies with required regulatory codes of practice, including BBEE. The University is registered as a BBEE level 8 contributor in terms of the new BBEE codes. In 2017, Council mandated the Chief Finance Officer to draft a Transformative Procurement Policy in line with the UKZN Strategic Plan 2017 - 2021. The University has not been subject to any penalties, sanctions and fines for contraventions or non-compliance with any statutory obligation.

REMUNERATION OF COUNCILLORS

The 2017 schedule of fees defines the honoraria and allowances payable to external members of Council and Council Committees as set out in the Policy on Council Honoraria and Reimbursements. The following honoraria were approved in 2017:

Chair of Council – R5 000 a meeting
Deputy Chair of Council – R4 500 a meeting
Chair of Council Sub-Committees – R4 000 a meeting
Council and Committee Members – R3 500 a meeting

Expense allowances, where applicable, were increased by 6.52% from 2016 and were as follows:

Council Chair expense allowance:	R1 311 a month
Council Deputy Chair expense allowance:	R863 a month
Committee Chair expense allowance:	R448 a month

SUSTAINABILITY AND FINANCIAL VIABILITY

The Council of the University has established a sustainability task team to develop a sustainability framework for the University. This is a task team of Council and is constituted by both internal and external members of the University, including members of the Finance committee, the Audit and Risk committee, Executive Management, student leadership and union representatives.

Council welcomes the government's announcement on 16 December 2017 for fully subsidised Higher Education and training for poor and working class families. This policy decision to address funding challenges in Higher Education is proof that education is a central

pillar in the fight to rid the country of the enduring and debilitating socio-economic legacy of apartheid colonialism, and its resultant triple challenge of the discrimination based on race, gender and class-based poverty, inequality and unemployment. The new funding policy is being phased in over a period of five years starting with students from families with a combined annual income of R350 000 who are entering the Higher Education system for the first time in 2018. Whilst the new funding policy will go a long way in providing financial relief to students over the next five years, a vast number of the students returning to UKZN will unfortunately not benefit from this new funding policy.

For this reason, it is a priority of Council to ensure that the financial sustainability of the University is achieved in a manner that takes into account the University's developmental needs and the financial challenges faced by many of the University's students. The University is therefore committed to further strengthening its partnerships with various public and private organisations to make available a number of bursaries to our students in their second and subsequent years of study.

The unrestricted Council-controlled funds - which mainly relate to the Department of Higher Education and Training (DHET) block subsidy and tuition fees - have been in a deficit position for some time mainly due to non-cash items such as depreciation, provision for student debt and post-retirement medical aid obligations. It is pleasing to note that the deficit has continued to reduce during the 2017 financial year. Further information regarding the financial performance and financial position of the University is set out in the Annual Financial Statements.

Council approved an 8% increase in tuition and residence fees for 2017.

INFRASTRUCTURE

The Infrastructure Planning and Projects (IPP) directorate and its team manages and administers the Infrastructure and Efficiency grant funding allocated to tertiary institutions by the DHET. IPP is responsible for major projects while Campus Management Services (CMS) takes care of day-to-day maintenance.

Major projects for 2017 included:

- 70% completion of the Campus Master Plan with the vision, mission and delivery strategy for all key deliverables
- Completion of a universal accessibility audit across all campus buildings and structures
- R110 million was sourced for the development of additional 200-bed student residences on the Edgewood and Pietermaritzburg campuses
- 20% completion of a 260-bed undergraduate residence on the Howard College campus

- Implementation of a five-year Infrastructure Capex Framework in line with the University's 2017-2021 Strategic Plan
- Completion of a social space and an outdoor gym in the George Campbell and Desmond Clarence Courtyard on the Howard College campus
- Completion of a new Wellness Centre on the Howard College campus

Apart from infrastructure maintenance, CMS was involved in the following projects during 2017:

- Upgrading the Building Management Systems to enable the scheduling of air conditioning systems and manage power consumption
- Upgrade of the Energy Management Systems software to effectively manage and report on power consumption
- Upgrade of cooling towers in some buildings on the Westville campus
- Completion of the Land Rationalisation pilot project on the Westville campus

ACCESS TO INFORMATION

Governance and Administration within the Office of the Registrar processes requests for access to University-held information in accordance with the provisions of the Promotion of Access to Information Act, 2000 (Act 2 of 2000) and gatekeeper permission for researchers conducting research in any of UKZN's domains. It also maintains a repository of important University records and is responsible for the operations of the UKZN Archives.

The Department of Student Academic Administration that also falls under the Office of the Registrar provides overall system and data management of the ITS student system and controls staff access to this system to ensure that student data is updated, corrected and kept confidential by authorised staff members.

SENIOR APPOINTMENTS

Leadership is critical in ensuring that the University succeeds in its mission and vision. A rigorous selection process is followed for appointments to senior positions on a five-year contract. Once appointed, strong emphasis is placed on performance assessment. This ensures that the University retains only the highest quality staff who are able to meet both strategic and operational goals.

Senior appointments approved during 2017 following recommendations from the Senior Appointments Committee included:

- Dr Roseline Laka-Mathebula as Executive Director: Student Services with effect from 10 January 2017
- Professor Deresh Ramjugernath as Deputy Vice-Chancellor: Research with effect from 1 March 2017
- Mrs Nontuthuko Mbhele as Chief Finance Officer with effect from 1 March 2017
- Professor Busisiwe Ncama as Deputy Vice-Chancellor and Head: College of Health Sciences with effect from 1 October 2017
- Professor Nana Poku as Deputy Vice-Chancellor and Head: College of Law and Management Studies with effect from 1 October 2017
- Dr Siphelele Zulu as Executive Director: Human Resources with effect from 1 January 2018

Important issues considered by Council during the course of 2017 included matters relating to Executive Management; insourcing of service staff; UKZN's Sexual Harassment Policy; student debt; academic workloads; the University's Risk Appetite Statement; student housing; staff remuneration and performance bonuses; a Transformation Strategy for UKZN; the Honorary Degrees Policy; allocation of places at the Medical School; election of the Chancellor of UKZN and the Chair of Council; review of the Terms of Reference for the Office of the Ombud; the restructuring of the UKZN Executive; the Integrated Talent Management Charter; world university rankings; the student entrepreneurship policy; UKZN's Gender-Based Violence Policy, and the mid-year review of the Annual Performance Plan.

MAJOR EVENTS

The highlight of 2017 was the installation of UKZN's new Chancellor, Chief Justice Mogoeng Mogoeng, on 13 December 2017.

Former President of Botswana, President Festus Mogae spoke on the theme of Luthuli Remembered at the annual Albert Luthuli lecture on 25 November 2017.

Other major events included the April and September Graduation ceremonies, where a total of 11 146 degrees were conferred, the prestigious Scholarship Awards Ceremony on 23 August that honoured top performing undergraduate and postgraduate students, and the annual Research Awards Dinner on 1 December.

The highlight of 2017 was the installation of UKZN's new Chancellor, on 13 December, 2017...

CHIEF JUSTICE

**MOGOENG
MOGOENG**



Other major events included the April and September Graduation ceremonies, where a total of...

**11 146 DEGREES
WERE CONFERRED**



ACCREDITATION

UKZN'S BACHELOR OF LAWS DEGREE (LLB) RECEIVED ACCREDITATION

from the Council on Higher Education (CHE)

UKZN IS ONE OF ONLY THREE UNIVERSITIES OFFERING A FULLY ACCREDITED LLB PROGRAMME IN SOUTH AFRICA,

following a rigorous national review of the Programme in 2016

THE SCHOOL OF ACCOUNTING, ECONOMICS AND FINANCE RECEIVED PROFESSIONAL ACCREDITATION

from the Chartered Institute of Management Accountants and Financial Planning Institute for its existing and new programmes

Discussions are at an advanced stage to obtain the Association of Chartered Certified Accountants
ACCREDITATION FOR UKZN'S BCOM ACCOUNTING PROGRAMMES

ACADEMIC ACHIEVEMENTS

The Quality Promotion and Assurance (QPA) Unit conducts reviews of Schools, Disciplines, programmes, functions and departments. Quality reviews are also conducted to support the professional validation and accreditation of programmes. QPA also conducts reviews of professional programmes prior to pending external validation visits and programmes that are selected for national reviews. Using an evidence-based approach, quality reviews are conducted to evaluate the effectiveness of internal quality management systems for assuring, supporting, developing and monitoring the quality of the provisions at the University.

In 2017, the Unit produced a synthesis of the findings of five School reviews in the College of Agriculture, Engineering and Science conducted from 2014 to 2016. The report provides opportunities for the College to engage with the recommendations as well as share best practices and address common concerns.

UKZN's Bachelor of Laws Degree (LLB) received accreditation from the Council on Higher Education (CHE), making the University one of only three offering the LLB Programme in South Africa to receive full accreditation following a rigorous national review of the Programme in 2016.

The School of Accounting, Economics and Finance received professional accreditation from the Chartered Institute of Management Accountants and Financial Planning Institute for its existing and new programmes. Discussions are at an advanced stage to obtain the Association of Chartered Certified Accountants accreditation for its BCom Accounting programmes.

The Bachelor of Education in Intermediate Phase Teaching; Bachelor of Education in Foundation Phase Teaching; Bachelor of Education in Senior Phase and FET Teaching; the Postgraduate Certificate in Education in the Senior Phase, and the FET Teaching Postgraduate Certificate in Education in FET Teaching were externally approved, accredited and registered in 2017.

PRESTIGIOUS AWARDS TO STAFF AND STUDENTS

Our academics and students continued to excel on international and national stages:

- Postdoctoral Fellow in the Thermodynamics Research Unit Dr Mark Williams-Wynn and Chemistry lecturer Dr Nolwazi Nombona were selected by the Academy of Science of South Africa and the African Academy of Science, respectively, to attend the 67th Lindau Nobel Laureate Meeting

- Professor Onesimo Mutanga and Dr John Odindi were recognised among the Best Scientific Contributors in Africa in a publication launched at a celebration of Africa Day by Higher Education and Training Minister Naledi Pandor
- Postdoctoral researcher at the Astrophysics and Cosmology Research Unit Dr Kenda Knowles received a Postdoctoral Fellowship from the L'Oréal-UNESCO for Women in Science sub-Saharan Africa programme
- Professor Salim Abdool Karim and Professor Quarraisha Abdool Karim received the prestigious Lifetime Achievement Award from the Institute for Human Virology for their contributions to the global AIDS response
- Professor Quarraisha Abdool Karim received an honorary doctoral degree from the University of Johannesburg and was appointed as a UNAIDS special ambassador for adolescents and HIV
- The South African Medical Research Council awarded Professor Thumbi Ndung'u and Professor Frank Tanser gold medals for their innovative scientific contributions to the fields of HIV and Tuberculosis research
- Final-year Medical student Dr Kumeren Govender was awarded a 2018 Rhodes scholarship to study at Oxford University in England
- During 2017, Durban was made a UNESCO City of Literature through the commitment of Mr Darryl Earl David of the School of Arts who was the Executive Director of the Durban bid
- Opera student Ms Avuya Ngcaweni was the 2017 recipient of the prestigious Shooter Voice Bursary
- Architecture student Mr Jean-Pierre Desvaux de Marigny won the R50 000 first prize in the Corobrik Architectural Awards competition
- Drama and Performance Studies lecturer Ms Lliane Loots received the Ordre des Arts et des Lettres from the French Government for her significant contribution to propagation of the Arts
- Tax lecturer Mr Goolam Mahomed Gani was appointed a member of the Tax Court, a specialised court of law that hears and adjudicates tax-related disputes and issues
- Accounting summa cum laude graduate Ms Jyoti Maharaj trumped some of the country's top young minds to be placed second in SAICA's Initial Test of Competence
- Law graduates Ms Shamila Mpinga and Ms Simone Gray were awarded prestigious Mandela Rhodes Scholarships to further their legal studies

A full list of achievements can be found in the Report of the Senate to Council.

TRANSFORMATION

UKZN is acknowledged as being among the most transformed universities in South Africa.

With the vision “To be the Premier University of African Scholarship”, UKZN’s achievement is dependent on the transformation principles of the University. Transformation has therefore become the University’s key strategic objective.

At their 2015 Summit, the Department of Higher Education and Training (DHET) called on universities to actively play a part in the national transformation agenda. Recommendations on how to approach transformation in Higher Education Institutions were established. The universities were requested to submit implementation plans in line with these recommendations.

To actively pursue transformation, Council established a Council sub-Committee for Transformation. This sub-Committee was tasked with developing an Integrated Transformation Framework for the University.

The Framework was approved and adopted by Council in December 2017 and aims to guide and integrate all transformation activities at the University. This is including issues related to Policy and Governance, the Curriculum, Research, BBBEE, Student Funding, Student Enrolment, Integration and Support and the broader people practices at the Institution.

Overall student numbers at UKZN have grown steadily over the past three years (2015 – 45 683; 2016 – 46 539; 2017 – 49 096). The proportion of African students has also grown (2015 – 69%; 2016 – 72%; 2017 – 75%); while the proportion of female students remained constant at around 57% from 2015 to 2017.

Transformation is also included in executive and senior management performance agreements as a key performance area. The Institution has made progress in terms of transforming its workforce at Executive Management level (levels 1-3). Overall, African employees remain underrepresented and all other groups, including foreign employees, are over-represented.

African academics remain underrepresented at the senior academic ranks of Professor (6.56%) and Associate Professor (15.97%). During 2017, the University approved strategic funds for the attraction of African Professors in 2018.

RESEARCH

The University has maintained its status as a research-intensive university with DHET Research Outputs reports showing it consistently placed amongst the Top Two Higher Education Institutions in the country in terms of the number of outputs.

UKZN was placed fourth nationally in terms of weighted outputs per capita. In 2017, UKZN had 325 National Research Foundation (NRF)-rated researchers and scientists, nine of whom were regarded as world leaders in their field and recognised by the NRF with A ratings. The University is also home to 15 of about 200 prestigious South African Research Chairs awarded by the NRF. Overall, UKZN’s position on most world rankings improved or remained steady during the year under review.

PARTNERSHIPS/WORKING WITH INDUSTRY

The University has Memoranda of Understanding with different universities to facilitate the collaboration of staff, students and research, some of which include the exchange of undergraduate and postgraduate students. The International Relations Unit within Corporate Relations oversaw a total of 66 international partnerships in 16 countries in 2017 that enable two-way global student and academic exchange. UKZN’s major exchange partners include the University of Tampere in Finland; the University of Calgary in Canada; the University of Erlangen in Germany and Pitzer College in the United States.

Memoranda of Agreement and Understanding were signed with the National Astronomical Observatory in China, the Institute of Natural Resources, and the South African Weather Service to formalise collaborations with these partners.

Notable research programme launches included:

- The Durban Research Action Partnership (D’RAP), a joint environmental capacity-building initiative with eThekweni Municipality
- The international, interdisciplinary Sustainable and Healthy Food Systems programme that includes UKZN and the London School of Hygiene and Tropical Medicine

The Pollution Research Group hosted the Bill & Melinda Gates Foundation representatives as well as field visits for the International Organisation for Standardisation and the South African Bureau of Standards’ international workshops.

The Centre for Water Resources Research and partners hosted delegations comprising North Sudanese water resources managers and decision makers as part of a United Nations Environment Programme small project agreement to strengthen capacity in catchment management.

The College of Humanities has re-established strategic partnerships with the Andrew W. Mellon Foundation, New York; the Bayreuth International Graduate School of African Studies, the University of Bayreuth, Germany; the Mauritius Institute of Education, and the South African-Nordic Centre (SANORD).

DISTANCE AND OPEN LEARNING

UKZN Extended Learning (UEL), the University's wholly owned continuing education subsidiary, contributes to the University's Strategic Plan through revenue generation and support for upskilling, personal development and job creation across many sectors.

During 2017, UEL continued to deliver value for clients who participated in a wide range of short courses. Support for access to University undergraduate studies through accredited programmes also continued with the launch of a Foundation Physics programme to add to the existing Foundation Mathematics and Certificate programmes in Business and Public Administration.

ACCESS

There were no changes in access to UKZN programmes during 2017.

COUNCIL SUB-COMMITTEES

All the committees of Council (Finance, Audit and Risk, Remuneration, Senior Appointments, Staffing and Council Membership) are chaired by independent members of Council with relevant skills and expertise (see the Council's Statement on Corporate Governance on page 30 for a detailed report). These sub-committees are where Council's real work occurs. I am grateful to their members for their expertise, valuable contribution and strong commitment to the University and its governance.

CONCLUSION

The year under review was once again rewarding and challenging for UKZN. On behalf of the University community, I extend my gratitude to Dr Ayanda Ntsaluba, whose term of office as Chair of Council ended on 30 June, for his patient and astute leadership. I also express my appreciation to the Vice-Chair of Council, all Council Members, the Vice-Chancellor and the entire leadership of the University for their contributions during 2017.



Rev Dr V Mehana
Chair of Council

UKZN's major exchange partners

include the **University of Tampere** in Finland; the **University of Calgary** in Canada; the **University of Erlangen** in Germany and **Pitzer College** in the United States.





UKZN is amongst the
**TOP TWO HIGHER
EDUCATION INSTITUTIONS**
in the country

UKZN was
PLACED FOURTH NATIONALLY
in terms of weighted outputs
per capita

The University is also
home to 15 of about 200
**PRESTIGIOUS SOUTH AFRICAN
RESEARCH CHAIRS**
awarded by the NRF

In 2017, UKZN had
**325 NATIONAL RESEARCH FOUNDATION (NRF)-
RATED RESEARCHERS AND SCIENTISTS,**
nine of whom were regarded as
world leaders in their field and
recognised by the NRF with A ratings

UMBIKO KASIHLALO WOMKHANDLU

Umkhandlu ubhekelele ukuphatha ngendlela ngakho ke, uhlose ukuqala ukusebenzisa nokweseka uhlelo lokuphatha olungagcini nje ngokufeza izidingo zemithetho, izimiso namakhomishana anhlobonhlobo, kodwa uthuthukisa isiko lesikhungo elibonakala kuzo zonke izinhlobo zokuphatha futhi lukhombise nombono nenhloso yeNyuvesi.

Umkhandlu unentokozo ukubika ukuthi ngonyaka wezi-2017, i-UKZN iqhubekile nendlela yayo esekwa ukuzibophezela ekuphathweni kwesikhungo ngobunyoninco emazingeni onke. Lo mbiko waminyaka yonke ukhombisa okuningi okufezwe yiNyuvesi ngalesi sikhathi okuholele ekutheni kuthuthuke isithunzi senyuvesi emhlabeni wonke njengesikhungo esihlonishwayo futhi esiholwa ucwaningo.

IMININGWANE NGEZOKUSEBENZA

Uhlelosu lwe-UKZN 2017-2021 lwamukelwa emva kokudingidwa kanye nokubonisana nomphakathi wonke waseNyuvesi. Ukwakhiwa kohlelosu kwakuyithuba lokuhlola esesikwenze ngempumelelo nokusasele futhi nokuqagula ikusasa mayelana nezinsalelo esisazobhekana nazo.

Uhlelosu lukhombisa ukuzibophezela kwethu ekulethweni koguquko nobunyoninco ngomsebenzi wethu oyisisekelo wokuba abakhiqizi bolwazi kanye nokusebenzisana nababambe iqhaza kanye nemiphakathi. Uguquko nobunyoninco kusabalele kulo lonke uhlelosu ukuze kube yisisekelo sokwakha ikusasa leNyuvesi.

Uhlelosu lwase-UKZN 2017-2021 luneminxa esebenzisanayo exhumene eyakha uhlelosu lonke lweNyuvesi. Inhloso yoHlelosu lwamanje “ukugqugquzela ubunyoninco” kubo bonke ozakwethu, ababambe iqhaza, namakhasimende asebenzisana ne-UKZN. Okuhambisana nalokhu yiminxa ephathelene nokuthi inyuvesi ihlela ukusebenza kanjani – isimo nosiko nezindaba zabantu kusekelwe izimisompilo okuvunyelwene ngazo ezibophezele wonke umuntu osebenza kuyo okumele aphile futhi asebenze ngazo.

Izindaba zesimo nosiko zisekwa okune okuyizinjongo zethu eziyinxenye yomongo wohlelosu lwase-UKZN. Lokhu okuhloswe iNyuvesi kuyofezeka uma iphumelela ekwenzeni ngempumelelo konke okune ezibekela khona njengezinto eziyisisekelo sempumelelo futhi ezidinga ukufezeka kuqala. Umthelela wayo yonke le mizamo iyohlela ekufezekeni kombono “Wokuba iNyuvesi ephambili kwezokufunda ngokwesi-Afrika”.

UBUHOLI OBUNENQUBONHLE NOBUDLELWANE OBUHLE

I-UKZN ihlose ukusungula isiko lesikhungo elithuthukisa isikhungo nabasebenzi baso ukuthi bakwazi abakuhlosile. Izimisompilo ezihola lokhu yilezi: Inhlonipho, Ubunyoninco, Izibophokubika, Ukusebenzela Amakhasimende, Ubuqotho nokweThembeke njengoba zethulwa ngohlelo lwe-REACT. Izenzo nokuziphatha kwawo wonke umuntu e-UKZN kumele kukhombise:

- **Inhlonipho:** I-UKZN izimisele ngokugqugquzela ukhloniphana kwabantu, ukucabangelana, nokubambisana.
- **Ubunyoninco:** I-UKZN izimisele ukukhombisa izinga eliphezulu lobuholi kanye nomdlandla kukho konke ekwenzayo.
- **Izibophokubika:** I-UKZN ithembisa ukuba qotho nokungabinamfihlo endleleni eziphatha ngayo kulabo ababambe iqhaza.
- **Ukunakekela Amakhasimende:** I-UKZN iyaqinisekisa ukuthi izoqikelela zonke izikhathi izidingo zokuphepha zamakhasimende ayo, ababambe iqhaza kanye nebambisene nabo.
- **Ubuqotho:** I-UKZN ithembisa ukusebenza ngobuqotho nokuzimisela nangokulandela ezokuphatha ngendlela efanele.
- **Ukwethembeka:** Uphawu “u-T” luchaza umqondo “ukwethembeka” oyisisekelo sakho konke okuyizimisompilo zesikhungo. Lokhu kwethembeka okukhona kuthokozelwa yibona bonke abantu abangamalungu e-UKZN futhi konke okucacisiwe abakwenzayo okusingethe izimisompilo ze-REACT kuyinxenye ebalulekile yenqubonhle esikhungweni.

Bonke abasebenzi balindeleke ukuthi baphile ngalezi zimisompilo nalemiqondokuphila ekhuthazwa enyakeni wonke obuyekezwayo.

Lezi zimisompilo ziyatholakala futhi ohlelweni lwe-UKZN oluwuHlelo Lokuthuthukisa Ezokuphatha. Uhlelo lwezobuholi lwabesifazane i-Women's Leadership Programme, Imbokodo, lugxile ekuthuthukisweni kwabesifazane kwezokufunda kanye nezokwesekelwa kwezokufunda. Lube nemihlangano yokucobelelana ngolwazi emithathu ngonyaka wezi-2017.

INyuvesi isebenzisa ubuholi ngaphakathi kohlelo lokuphatha oluqinisekisa ukuthi inhloso yayo yezokufunda nokufundisa kanye nocwaningo nokulethwa kwezidingo kwenzeka ngaphakathi kohlaka olugqugquzela uguquko, olunenzuzo emphakathini, oluvikela imvelo noluqinisekisa nekusasa. Uhlobo lobuholi lusekwa yinkolelo yokuthi iNyuvesi ingeyabo bonke ababambe iqhaza, okuyingakho inesibopho sokuziphatha ngendlela evikela uhlelonhlalo ukuze kuzuze umphakathi jikelele.

EZOKUPHATHWA KWEZOBUNGCUPHE

Umkhandlu unolwazi ngomsebenzi nokuphatha okungenamfihlo mayelana nokuhlonzwa nokuqagulwa kobungcuphe. INyuvesi iphatha ubungcuphe ngaphansi kohlaka oluhlanganise ezokuphatha, inqubomgomo ecacile yezobungcuphe, izinhlelo zokuqinisekisa kanye nesimo esilawulwa yizinqubomgomo.

Izinhlelo zibekelwe ukuhlonza, ukuhlola, nokuphatha ubungcuphe obunqala obungaphazamisa ukufezeka kwezinhlosomasu ze-UKZN. Lokhu kuqoshwa ohlwini lwezinto ezinobungcuphe i-Risk Registers eminyangweni eseka ezokufunda kanye namaKolishi kuthi obubucayi kakhulu budluliselwe ohlwini lobungcuphe lweNyuvesi. UMphathi wezobungcuphe esikhungweni uqapha futhi abuyekeze ubungcuphe obufikayo nobuguqukayo enyakeni wonke ngokubambisana nababhekelele ubungcuphe ekomidini i-Risk Champions Forum elimele abaphethe ezobungcuphe emaKolishi nasemiNyangweni Eseka ezokufunda. Okutholakala kulelikomidi kudluliselwa kulamakomidi i-Professional Services Board, the Executive Management Committee kanye ne-University Audit and Risk Committee. Abaqaphe ubungcuphe bahlola ubungcuphe ngokuphelele nobuqagulwayo futhi ngokusebenzisana ne-Risk

Champions Forum, kuhlolwe ubungcuphe ngabunye obusohlwini lobungcuphe kanye ngonyaka. Ikomidi Labaphathi Abakhulu liqinisekisa ukuthi amaKolishi Neminyango Eseka Ezokufunda baphatha ezobungcuphe ngendlela efanele.

Yonke imisebenzi inohlu lobungcuphe nokuhlolwa kwakho kuyahlinzekelwa ekuhlelweni komsebenzi nasekuthathweni kwezinqumo zawo. Ukuqeqeshwa kwezokuhlolwa kobungcuphe nolwazi ngabo kugqugquzelwa ezinhlakeni zokuphatha. Uhlu Lobungcuphe LweNyuvesi luyabuyekezwa futhi lugcwaliswe njalo ngonyaka yikomidi i-Audit and Risk Committee futhi lugunyazwe uMkhandlu WeNyuvesi. Ulwazi lwakamuva luhambelana noHlelosu LweNyuvesi 2017– 2021.

UKUHLOLWA KWAMABHUKU KWANGAPHAKATHI

IGUNYA

Igunya lokuHlolwa Kwamabhuku Kwangaphathi kuqagulwa umqulu WokuHlolwa Kwangaphathi ogunyazwe uMkhandlu. Ukuhlolwa Kwangaphathi kungumsebenzi ozimele, oqinisekisa ngokungachemile futhi onokuxhumana ohlelwe ngendlela ehlose ukukhuthaza nokwenza ngcono indlela yokusebenza kwesikhungo okuzoletha ukufezeka kwezinhloso zaso. Ukuhlola Kwangaphathi kukwenza lokhu ngokuletha indlela yokwenza ehlelekile, olulandela umthetho ekwenziweni ngcono kohlelo lokuphathwa kwezobungcuphe, ukulawula kanye nezinhlelo lwezokuphathwa kweNyuvesi.

Umqulu Wezokuhlola Kwangaphathi uklama inhloso, ububanzi, umsebenzi, izibophokubika, ukuzimela negunya LezokuHlola Kwangaphathi ngokwezimiso ze-International Standards for Professional Practice of Internal Auditing (ISPPIA). Umqulu ubuyekezwe yi-Audit and Risk Committee kulonyaka.

Ekwenzeni umsebenzi walo, ikomidi lokuhlola Kwangaphathi liqinisekisa ukuthi ukuzimela kwalo kuhambelana ne-Institute of Internal Auditors Code of Ethics and the ISPPIA. Inhloko Yokuhlola Kwangaphathi iyafinyelela ngqo ekomidini i-Audit and Risk Committee, ngokuthintana noSihlalo walo.

UKUSEBENZA

Ukuhlola Kwangaphakathi kube nomthelela obonakalayo kwezokuphatha ngenxa yokusetshenziswa kwemisebenzi yokuhlola esuselwe kwezobungcuphe ngokoHlelo LwezokuHlola olugunyazwe yi- Audit and Risk Committee futhi nokuletha ubuthaka obuhlonziwe kubaphathi. Lapha ngezansi kunesifingqo Sokuhlolwa Kwangaphakathi nemiphumela yonyaka uma kuqhathaniswa nobekuhleliwe:

Ithebula 1: Okwenziwe kanye nemiphumela

Imininingwane	2015	2016	2017
Imibiko yokuhlolwa ekhishiwe	25 (89%)	28 (87%)	20 (80%)
Imisebenzi ebihleliwe yahleliswa	3	5	5
Ukukleliswa Kokuhlolwa Jikelele:			
• Ukuntuleka noma ukunqindeka kohlelo lokulawula	36%	50%	59%
• Ukuqinisekisa okumaphakathi ngokohlelo lokulawula	46%	46%	41%
• Ukuqinisekisa okukhulu ngokohlelo lokulawula	18%	4%	0%

Imiphumela yeminyaka emithathu ephela ngonyaka wezi-2017 ikhomba ukuthi kube noguquko jikelele oluncane futhi nesimo sezokulawula zangaphakathi esidinga ukwenziwa ngcono. Ngenxa yalokhu, ukuhlolwa kwangaphakathi konyaka ozayo kuzobheka ikakhulukazi imisebenzi yokwaluleka ukuze kwesekwe abaphathi ngokuqala kokusetshenziswa kwezinhlelo ezizoqinisa isimo sezokuhlolwa kwangaphakathi.

Ukutshala izimali kungqalasizinda yeNyuvesi Kwezobuchwepheshe Bolwazi kuyaqhubeka nokuba nosizo kubasebenzi nabafundi ngokufanayo. Okugqamile kunyaka wezi-2017 kuhlenganisa okuningi okwenziwe ukuze kudlondlobaliswe izinhlelo zokuhlola i-ITS User Access Reviews; ukuphepha kwezontwamkathi; umthamo wohlelo lwenxumamoyeni; ingqalasizinda kuqapha ngokusebenzisa izithombe zevidiyo; ukulawula ukungena nokuphuma kwabantu esikhungweni kanye nezingqungquthela ngevidiyo utholakale konke esizindeneni esisodwa.

EZOKUPHATHWA KWEZOBUCHWEPHESHE

Izinhlelo zase-UKZN zobuchwepheshe Bolwazi zithuthukiswe futhi zaqala ukusetshenziswa ngokwezimiso ezibekiwe neziqoshiwe ukuze kube nokusebenza ngokufanele, okunempumelelo, ukuthembeka nokuphepha. Izimiso ezamukelekile zisetshenziswa ukuze kuvikelwe ubumfihlo nokulawulwa kwayo yonke imininingwane. Uma kwenzeka, izinhlelo zidwetshwa ngendlela ekhuthaza ukusebenza ngokukhululeka kulabo abasebenzisa lezi zinhlelo kanye nokuthuthukiswa, ukulondolozwa nokusebenza kwazo okungaphansi kwabasebenzi abanamakhono afanele. Lapho kwenziwa khona imisebenzi nabasebenzi, abafundi nabanye okubambisenwe nabo, izilawuli nezindlelakwenza zenziwe ngendlela enciphisa ubungcuphe bokukhwananisa noma amaphutha.

UKUGCINWA KWEMITHETHO, IZIMISO NEMIGOMO

INyuvesi ihambelana ngokugcwele nemithetho yonke esebenza kwezeMfundo ephakeme nokusebenza kwayo jikelele. Ngokufanelekile ihambelana nayo yonke imigomo yokusebenza, kuhlenganisa neye-BBBEE. INyuvesi ibhalise njengesikhungo esisesigabeni 8 se-BBBEE ngokwezimiso ezintsha ze-BBBEE. Ngonyaka wezi-2017, uMkhandlu ugunyaze oNgumphathi Wezimali Omkhulu ukuba abhale inqubomgomo iNqubomgomo Enoshitsho Kwezokuthenga okuhambisana noHlelosu lwase-UKZN 2017-2021. INyuvesi ayikaze ihlawuliswe, inswinywe noma ikhokhiswe mayelana nokungalandeli imithetho ebekiwe.

UKUKHOKHELWA KWAMALUNGU OMKHANDLU

Uhlu lwezimali zezokufunda lwangonyaka wezi-2017 lukhomba izibonelelo ezifanele ukukhokhelwa amalungu angaphandle Omkhandlu namaKomidi awo njengoba kubekiwe kuNqubomgomo Yezibonelelo Nenkokhelo. Lezi zibonelelo zagunyazwa ngonyaka wezi-2017:

USihlalo WoMkhandlu – R5 000 ngomhlangano
Iphini LikaSihlalo WoMkhandlu – R4 500 ngomhlangano
OSihlalo BamaKomidi Omkhandlu – R4 000 ngomhlangano
Amalungu Omkhandlu NamaKomidi – R3 500 ngomhlangano

Ukukhokhelwa kwezindleko, kwezinye izindawo, kukhuliswe ngama-6.52% kusukela ngowezi-2016 kwagcina kumi ngokulandelayo:
Izindleko ZiSihlalo WoMkhandlu: R1 311 ngenyanga
Izindleko Zephini LikaSihlalo WoMkhandlu: R863 ngenyanga
Izindleko ZikaSihlalo WeKomidi: R448 ngonyaka

ISIMO SEZEMALI NEKUSASA LENYUVESI

Umkhandlu WeNyuvesi usungule ithimba elinikezwe umsebenzi wokuthuthukisa uhlaka lwekusasa leNyuvesi. Leli thimba eloMkhandlu futhi lakhiwe amalungu angaphakathi nawangaphandle kweNyuvesi, okuhlanganise namalungu eKomidi LezeziMali, elobuNgcuphe NokuHlolwa KwamaBhuku Ezimali, Abaphathi Abakhulu, abaholi babafundi nabamele izinyunyana.

Umkhandlu uyasamukela isimemezero ngosizo lukahulumeni sangomhla wezi-16 December 2017 sezemfundo ephakeme nokuqeqesha yamahhala emindenini ehlwempu. Lesi sinqumo senqubomgomo sokubhekana nezinsalelo zezimali kwezemfundo ephakeme siyinsika ebalulekile empini yokuqeda isimo esingapheli sezenhlalomo ezweni esingumphumela wobandlululo, nomphumela waso wezinselelo eziphindwe kathathu zokucwaswa ngokwebala, ubulili nobubha obuhambelana nezinga emphakathini nokuntuleka kwemisebenzi. Loluhlelo olusha lokubonelela ngezimali luzoqalwa eminyakeni emihlanu lapho kubonelelwa khona abafundi basemndenini enengeniso ehlangene eyi-R350 000 abangena kwezemfundo ephakeme okokuqala ngonyaka wezi-2018. Yize noma inqubomgomo yokubonelela ngezimali izosebenza umsebenzi omkhulu ekulekeleleni abafundi eminyakeni emihlanu ezayo, abafundi abaningi ababuyayo e-UKZN ngeke basizakale kulesi sibonelelo.

Ngenxa yalesi sizathu, kubalulekile kakhulu eMkhandlwini ukuqinisekisa ukuthi ikusasa leNyuvesi kwezemfundo kufezekiswa ngendlela ebhekelela intuthuko yeNyuvesi kanye nezidingo zabafundi ngokwezemfundo ezibhekene nabafundi abaningi baseNyuvesi. Ngakho iNyuvesi izibophezele ekuqiniseni ubudlelwano bayo nezinhlangano zomphakathi nezangasese ukuze zilekelele ngemifundaze kubafundi bethu eminyakeni yabo yesibili neminye elandelayo yokufunda.

Izimali ezilawulwa uMkhandlu – kubalwa nalezo ezihlinzekwe uMnyango Wezemfundo Ephakeme NokuQeqesha – sezishode isikhathi eside ikakhulukazi ngenxa yokuhlinzekelwa kwesikweletu sabafundi, nokubonelelwa ngokwelashwa kwasebethathe umhlalaphansi. Kuyathokozisa ukubalula ukuthi loku kushoda kuqhubekile nokwehla ngonyaka wezi-2017 zezimali. Imininingwane engeziwe mayelana nokusebenza nesimo sezimali seNyuvesi kubekwe ngokugcwele esitatimendeni sonyaka sezimali.

Umkhandlu ugunyaze ukukhushulwa kwemali yokufunda neyezindawo zokuhlala ngama-8% enyakeni wezi-2017.

INGQALASIZINDA

Uphiko lwezeMisebenzi Yokuhlelelwa KweNgqalasizinda (IPP) luphethe futhi lulawula isibonelelo Sengqalasizinda esikhishwa i-DHET ilekelela izikhungo zemfundo ephakeme. I-IPP yenza imisebenzi emikhulu kanti i-CMS yenza imisebenzi yansukuzonke. Imisebenzi Emikhulu yonyaka wezi-2017 ihlanganisa:

- Ukuphothulwa kwama-70% emsebenzini yokuthuthukiswa kwamakhempasi onombono, inhloso nohlelo lokufeza konke okuyizidingongqangi
- Ukuphothulwa komsebenzi wokuhlola kokufunyeleleka kwazo zonke izakhiwo namabhilidi emakhempasini
- Izigidi eziyi-R110 zitholakele ukuze kwakhiwe izindawo zokuhlala ezinamagumbi angama-200 emakhempasini e-Edgewood nase-Pietermaritzburg
- Ukuphothulwa okungama-20% kwendawo yokuhlala abafundi enamagumbi angama- 260 ekhempasini i-Howard College
- Ukuqala kokusetshenziswa kohlelo lweminyaka emihlanu lwe-Infrastructure Capex Framework oluhambelana nohlelo lweNyuvesi 2017– 2021
- Ukuphothulwa kwezindawo zokuphumula nendawo yokujima engaphandle e-George Campbell nase-Desmond Clarence Courtyard ekhempasini-Howard College
- Ukuphothulwa kwesizinda sezempilo ekhempasini i-Howard College

Ngaphandle kokugcinwa kwengqalasizinda, umnyango we-CMS ubusebenza le misebenzi ngonyaka wezi-2017:

- Ukulungiswa kohlelo i-Building Management Systems ukuze kuqinisekise ukuhlelwa kwezilungisimoya nokuphathwa kokusetshenziswa kukagesi
- Ukulungiswa kohlelokusebenza i-Energy Management Systems ukuze kulawulwe ukusebenza kukagesi
- Ukulungiswa kwemibhoshongo yokupholisa umoya kwezinye zezakhiwo ekhempasini yase-Westville
- Ukuphothulwa komsebenzi i-Land Rationalisation ekhempasini yase-Westville

UKUFINYELELA KULWAZI

Uphiko Lwezokubusa NokuPhatha okusehlovise likaMabhalane Omkhulu lwamukele izicelo zokutholakala kolwazi olungaphakathi eNyuvesi ngokomthetho i- Promotion of Access to Information Act, 2000 (Act 2 of 2000) nemvume kwabacwaningayo ngezinhlangothi ezihlukene ze-UKZN. Uphinde ugcine isiqukathimininingo ebalulekile eNyuvesi, futhi usebenze ngokuwumlando olondolozwe yi-UKZN.

Umnyango Wezokuphathwa Kwezokufunda Kwabafundi nawo ongaphansi kwalolu phiko uhlinzeka ngakho konke okudingekayo ohlelweni lokuphathwa kwemininingo yezokufunda yabafundi futhi ulawula ukufinyelela kwabafundi nothisha kulolu hlelo ukuze kuqinisekise ukuthi imininingo iyalungiswa, iphelele futhi igcineke ngokunobumfihlo abasebenzi abagunyaziwe.

UKUQASHWA EZIKHUNDLENI EZIPHEZULU

Ubuholi bubalulekile kakhulu ekuqinisekiseni ukuthi iNyuvesi iyaphumelela embonweni nenhloso yayo. Kulandelwa uhlelo olunzima lokuqoka abazongena ezikhundleni eziphezulu iminyaka emihlanu. Uma sebeqokiwe, kugcizelelwa kakhulu ukuhlolwa kokusebenza kwabo. Lokhu kuqinisekisa ukuthi iNyuvesi igcina abasebenzi abanamakhono aphezulu abakwazi ukufeza izinhlelo nezinhloso zokusebenza kwayo.

Ukuqashwa Ezikhundleni Eziphezulu okugunyazwe ngonyaka wezi-2017 emva kokulandela iziphakamiso zeKomidi Lezoqashwa Kwabezikhundla Eziphezulu kuhlanguke:

- UDkt Roseline Laka-Mathebula njengoMqondisi Omkhulu: Kwezabafundi kusukela ngomhla we-10 Masingana (January) 2017
- USolwazi Deresh Ramjugernath njengePhini LeSekelashansela: KwezoCwaningo kusukela ngomhla lu-1 Ndas (March) 2017

- UNksz Nontuthuko Mbhele njengoMphathizimali Omkhulu
- USolwazi Busisiwe Ncama njengePhini LeSekelashansela neNhloko: iKolishi Lezifundo ZezeMpilo mhla kusukela lu-1 Mfumfu (October) 2017
- USolwazi Nana Poku njengePhini LeSekelashansela neNhloko: iKolishi Lezifundo ZoMthetho NezokuPhatha kusukela lu-1 Mfumfu (October) 2017
- UDkt Sipehelele Zulu njengoMqondisi Omkhulu: Kwezabasebenzi kusukela lu-1 Masingana (January) 2018

Okubalulekile okubhekwe uMkhandlu ngonyaka wezi-2017 kuhlanguke izindaba Zabaphathi Abakhulu; ukuqashwa kwabasebenzi abasizayo; iNqubomgomo yeNyuvesi YezokuHlukumezwa NgokoCansi; izikweletu zabafundi; umthamo womsebenzi wezokufunda; isitatimende seNyuvesi sezoBungcuphe; ezezindawo zokuhlala abafundi; ezamaholo abasebenzi nomhlomulo wabasebenzi kahle; uHlelo LweNyuvesi Loguquko; iNqubomgomo YokuHlonishwa Ngeziqu; izikhala zokufunda esikoleni SezoKwelapha; ukuqokwa kukaShansela wase-UKZN; ukubuyekeza komhlahlandlela wokusebenza koMxazulu; uhlelo lwe-Integrated Talent Management Charter; ukukeliswa kwamanyuvesi omhlaba; inqubomgomo yezamabhizinisi abafundi; inqubomgomo Yokuhlukunyezwa Ngokobulili; kanye nokubuyekeza kohlelo lwamaphakathi nonyaka lezokwenziwa komsebenzi.

IMICIMBI EMIKHULU

Okugqamile kakhulu kunyaka wezi-2017 kube ukugcotshwa kukaShansela omusha wase-UKZN, iJaji Elikhulu uMogoeng Mogoeng, ngomhla we-13 Zibandlela (December), 2017.

Owayengumongameli waseBotshwana, uMongameliFestus Mogae wethula inkulomo ngesihloko esithi Luthulu Remembered esifundweni saminyaka yonke sika-Albert Luthuli ngomhla wama-25 kuLwezi.

Eminye imicimbi emikhulu ihlanguke ukwethweswa kweziqo kuMbas (April) nakuMandulo (September) lapho kwanikezelwa ngeziqu eziyi-11 146, umcimbi wokunikezela ngemifundaze i- Scholarship Awards Ceremony ngomhla wama-23 Ncwaba (August) owawuhlonipha abafundi abasebenze kahle, kanye ne-Research Awards Dinner ku-1 Zibandlela (December) 2018.

OKUVELELE KWEZOKUFUNDA

I-Quality Promotion and Assurance (QPA) Unit ibuyekeze iZikole, iMikhakha, izinhlelo, imisebenzi neminyango. I-QPA ibuye ibuyekeze izinhlelo ngaphambi kokuthi kufike abazocinisekisa bangaphandle kanye nokuqokwa kwezinhlelo ezizobuyekizwa kuzwelonke. Ukubuyekiza kusetshenziswa ubufakazi kuyindlela zokuqinisekisa, ukusekela, ukuthuthukisa nokuqapha izingabunjalo yokufundiswa eNyuvesi.

Ngonyaka wezi-2017, lolu phiko lwakhiqiza umbhalo owawubika ngemiphumela yokubuyekwezwa kweZikole ezinhlanu eziseKolishi YezoLimo, EzobuNjiniyela NezeSayensi okwenziwa ngonyaka wezi-2014 kuya kowezi-2016. Umbiko uhlinzeka ngamathuba okuthi iKolishi libhekane nokuphakamiswayo futhi libebelelana namanye amakolishi ngelikwenza kahle futhi kuxazululwe izinkinga ezikhungethe zonke iZikole.

Iziqu zase-UKZN's zezoMthetho (LLB) sithole ukugunyazwa uMkhandlu WezeMfundo Ephakeme (CHE), okwenze iNyuvesi yaba enye yamathathu analolu hlelo olugunyaziwe eNingizimu Afrika yonke okwalandela uhlelo olunzima lokubuyekwezwa kuzwelonke ngonyaka wezi-2016.

ISikole sezokuHlelwa Kwamabhuku Ezimali, Ezomnotho NezeziMali sithole ukugunyazwa komsebenzi ku-Chartered Institute of Management Accountants and Financial Planning Institute kwezinhlelo zaso ezikhona nezintsha. Izingxoxo sezisezingeni eliphezulu mayelana nokugunyazwa kwezinhlelo ze-BCom Accounting.

Iziqu ze-Bachelor of Education in Intermediate Phase Teaching; Bachelor of Education in Foundation Phase Teaching; Bachelor of Education in Senior Phase and FET Teaching; i-Postgraduate Certificate in Education in the Senior Phase, kanye ne-FET Teaching Postgraduate Certificate in Education in FET Teaching zamukelwa, zagunyazwa futhi zabhaliswa ngaphandle, ngonyaka wezi-2017.

IZINDONDO ZABASEBENZI NABAFUNDI

Izifundiswa nabafundi bethu baqhubekile nokwenza kahle lapha ekhaya nasemhlabeni jikelele:

- Oseneziqu zobudokotela ophikweni i-Thermodynamics Research Unit uDkt Mark Williams-Wynn kanye noDkt Nolwazi Nombona baqokwa yi-Academy of Science of South Africa ne-African Academy of Science, ngokwahlukana kwazo ukuba bahambe umhlangano we-67th Lindau Nobel Laureate Meeting
- USolwazi Onesimo Mutanga noDkt John Odindi bahlonishwe njengababe negalelo elivelele emkhakheni we-Best Scientific Contributors in Africa ebhukwini elethulwe emcimbinini wokugubha usuku lwase-Afrika obeluhlelwe uNgqongqoshe WezeMfundo Ephakeme Nokuqeqesha uNaledi Pandor

- Umcwaningi oneziqu zobudokotela emkhakheni we-Astrophysics and Cosmology Research Unit uDkt Kenda Knowles uklonyeliswe nge-Postdoctoral Fellowship yohlelo lakwa-L'Oréal-UNESCO Women in Science sub-Saharan Africa
- USolwazi Salim Abdool Karim noSolwazi Quarraisha Abdool Karim baklonyeliswe ngendonda ephezulu ye-Lifetime Achievement Award yisikhungo i-Institute for Human Virology ngenxa yemisebenzi yabo ekulwisaneni ne-AIDS emhlabeni jikelele.
- USolwazi Quarraisha Abdool Karim uhlonishwe ngeziqu zobudokotela yi-University of Johannesburg waphinde waqokwa njengenxusa elikhethekile le-UNAIDS kwezentsha ne-HIV
- I-South African Medical Research Council iklomelise uSolwazi Thumbi Ndung'u noSolwazi Frank Tanser ngezindondo zegolide ngegalelo labo elisezingeni eliphezulu emkhakheni wocwaningo ngesifo sofuba
- Umfundi wonyaka wokugcina kwezokwelapha uDkt Kumeren Govender uklonyeliswe ngomfundaze we- Rhodes 2018 ukuze ayofunda e-Oxford University e-England
- Phakathi nonyaka wezi-2017, iTheku lenziwe idolobha le- UNESCO City of Literature ngenxa yokuzibophezela kukaMnu Darryl Earl David weSikole Sezobuciko owaye nguMqondisi Omkhulu wesicelo seTheku
- Umcuuli we-Opera uNkz Avuya Ngcaweni uzuze umfundaze wangonyaka wezi-2017 i-Shooter Voice Bursary
- Umfundi Wezemidwebozakhiwo uMnu Jean-Pierre Desvaux de Marigny unqobe umklomelo wama-R50 000 wokuphuma phambili emncintiswaneni wama-Corobrik Architectural Awards
- UNkz Liane Loots ofundisa kumkhakha we-Drama and Performance Studies uzuze lindondo i-Ordre des Arts et des Lettres kuhulumeni wase-France ngegalelo lakhe ekuthuthukisweni kwezobCiko
- Uthisha wezifundo zentela uMnu Goolam Mahomed Gani uqokwe njengelungu lenkantolo i-Tax Court, okuyinkantolo ekhethekile elalela iphinde ihlulele izindaba eziphathelele nentela
- Umfundi wezifundo zokuHlelwa kwamaBhuku eziMali ophothule iziqu zakhe ngokuphasa ngamalengiso uNkz Jyoti Maharaj ugobise uphondo ezinye izitshudeni ezinobuhlakani obuyisimanga waphuma indawo yesithathu esivivinyweni i-SAICA's Initial Test of Competence
- Abaphothule iziqu zoMthetho unkz Shamila Mpinga noNkz Simone Gray baklonyeliswe ngomfundaze i-Mandela Rhodes Scholarships ukuze baqhube izifundo zabo zomthetho.

Uhlu oluphelele lokufeziwe litholakala eMbikweni WeZigele woMkhandlu.

UGUQUKO

I-UKZN ihlonishwe njengesinye sezikhungo esinoguquko oluningi eNingizimu Afrika.

Ngombono othi “Ukuba yisikhungo esihamba phambili kwezokufunda kwase-Afrika”, ukuphumelela kwe-UKZN kuncike emqondweni woguquko weNyuvesi. Uguquko seluphenduke lwaba inhloso yeNyuvesi ebaluleke kakhulu.

Emhlanganweni woMnyango Wezemfundo Ephakeme Nokuqeqesha wangonyaka wezi-2015, uMnyango wanxusa amanyuvesi ukuthi abambe iqhaza ohlelweni lwezwe lwezoguquko. Iziphakamiso mayelana nokuthi kumele lusingathwe kanjani lolu daba lwezoguquko kwezemfundo ephakeme zasungulwa. Amanyuvesi acelwa ukuba afake izinhlelo zawo ezihambelana neziphakamiso.

Ukusebenzela uguquko, uMkhandlu usungule iKomidi elizobhekelela ezoguquko. Leli komidi lijutshwe ukuba lithuthukise uhlaka lwezoguquko lweNyuvesi.

Uhlaka lwagunyazwa uMkhandlu ngonyaka wezi-2017 kuZibandlela (December) futhi luhlose ukuhlanganisa zonke izinhlelo zoguquko eNyuvesi. Lokhu kuhlukanisa nezindaba eziphathelele neNqubomgomo NokuPhatha, Uhlelo Lwezifundo Ucwangingo, BBBEE, Izimali Zabafundi, Ukubhaliswa Kwabafundi, Ukweseka Nokusebenzisana kanye nezinye izindlela zokusebenza kwabantu esikhungweni jikelele.

Izibalo zabafundi jikelele e-UKZN eminyakeni emithathu edlule (2015 – 45 683; 2016 – 46 539; 2017 – 49 096). Ingxenywe yabafundi abangama-Afrika nayo ikhulile (2015 – 69%; 2016 – 72%; 2017 – 75%); kanti nengxenywe yabafundi besifazane ime ezingeni elingaguquki elingama-57% kusukela kunyaka wezi-2015 kuya kowezi-2017.

Uguquko luyingxenywe yezivumelwano zokusebenza zabaphathi abakhulu kanye nabaphezulu njengenye yemisebenzi ebalulekile. Isikhungo sibe nenqubekelaphambili ngakwezoguquko kubaphathi abakhulu besikhungo (amazinga 1-3). Abasebenzi abangama-Afrika basazithola bengamelelekile ngokwanele kanti ezinye izinhlanga, okubalwa nabangaphandle, zimeleleke kakhulu.

Izifundiswa ezingama-Afrika zisalokhu singamelelekile ngokufanele ezikhundleni zobuSolwazi (6.56%) uSolwazi Osaqeqeshwa (15.97%). Ngonyaka wezi-2017, iNyuvesi igunyaze izimali ebezizosetshenziswa ukuheha oSolwazi abangama-Afrika ngonyaka wezi-2018.

UCWANINGO

INyuvesi isalokhu iyisikhungo esaziwa njengesiholwa ucwangingo olunzulu njengoba imibiko yezocwangingo ama-DHET Research Outputs ephindelela ngokuyibeka ezikhungweni ezimbili ezihamba phambili ezikhungweni zemfundo ephakeme ngokwezomkhiqizo wocwangingo. I-UKZN ikleliswe endaweni yesine kuzwelonke ngokwemiphumela ehlelwe ngokwezibalo. Ngonyaka wezi-2017 i-UKZN ibe nabacwangingo nososayensi abangama-325 abakleliswe yi-National Research Foundation (NRF), abayisishiyagalolunye bathathwa njengabaholi emkhakheni wabo umhlaba jikelele futhi bahlonishwa yi-NRF ngokukleliswa esigabeni-A. INyuvesi futhi iyikhaya lezizinda zocwangingo zaseNingizimu Afrika eziyi-15 kwezingama-200 ezikhishwe yi-NRFF. Ukukleliswa kwe-UKZN emhlabeni jikelele kuthe ukuba ngcono noma kube nozinzo kulo nyaka obuyekezwayo.

UKUBAMBISANA/ UKUSEBENZA NEZIMBONI

INyuvesi inezivumelwano zokusebenzisana namaNyuvesi amaningi ukuze kuqhutshekwe nokusebenzisana kwabasebenzi, abafundi kanye nocwangingo, okunye okuhlukanisa ukushintshisana ngabafundi asebeneziq nabangakabi nazo. Uphiko Lwezobudlelwano Lezomhlaba luhlele ukubambisana nezikhungo ezingama-66 emazweni ayi-16 ngonyaka wezi-2017 okuholele ekushintshisaneni ngabafundi nothisha. Izikhungo ezibambisene kakhulu ne-UKZN kwezokushintshisana zihlanganise nalezi i-University of Tampere e-Finland; i-University of Calgary e-Canada; i-University of Erlangen e-Germany kanye ne-Pitzer College e-United States.

Izivumelwano zokubambisana nokusebenzisana zisayinwe ne-National Astronomical Observatory e-China, isikhungo i-Institute of Natural Resources, kanye ne-South African Weather Service ukuze kuqiniseke amaxhama okusebenzisana.

Ezinye izinhlelo zocwangingo ezethuliwe zihlanganise nalezi:

- I-Durban Research Action Partnership (D’RAP), okuwuhlelo lokuthuthukisa amakhono olwenziwa noMasipala waseThekwini
- Uhlelo i-International, interdisciplinary Sustainable and Healthy Food Systems oluhlukanisa i-UKZN neSikole i-London School of Hygiene and Tropical Medicine

I-Pollution Research Group yamukele abamele inhlango i-Bill & Melinda Gates Foundation kanye nezivakashi ze-International Organisation for Standardisation kanye ne-South African Bureau of Standards' ebezihambe imihlango yomhlaba yokucobelelana ngolwazi.

Isizinda i-Centre for Water Resources Research kanye nababambisene naso bamukele amathimba abase-Nyakatho Sudan abangabaphathi bezamanzi nabathathi zinqumo njengengxenywe yohlelo oluncane lwe-United Nations Environment Programme lokuthuthukisa amakhono okuphatha ezamanzi.

IKolishi LezesiNtu livuselele ubudlelwano ne-Andrew W. Mellon Foundation, New York; i-Bayreuth International Graduate School of African Studies, i-University of Bayreuth, Germany; i-Mauritius Institute of Education, kanye ne-South African-Nordic Centre (SANORD).

EZOKUFUNDA NGEPOSI NOKUVULELEKILE

I-UKZN Extended Learning (UEL), okuyinkampani yeNyuvesi yezemfundo, inegalelo ekufezweni koHlelosu lweNyuvesi ngokwenza ingeniso kanye nokweseka ukuthuthukiswa kwamakhono, ukuthuthuka kwabantu nokwakhiwa kwamathuba emisebenzi emikhakheni eminingi.

Ngonyaka wezi-2017, i-UEL iqhubekile ngokuhlinzeka amakhasimende ngomsebenzi oseqophelweni eliphezulu lwezifundo ezifingqiwe ezinhlobonhlobo. Ukweseka uhlelo lweNyuvesi lwezifundo zeziqu ngokusebenzisa izinhlelo ezigunyaziwe nakho kuqhubekile njengoba kwethulwe nohlelo lwe- Foundation Physics olungcwalisela kolukhona lwe- Foundation Mathematics kanye Nezitifiketi Ezifundweni Zokuphatha Amabhizinisi NoHulumeni.

UKUFINYELELEKA

Akukho zinguquko ezinhlelweni zezokufinyeleleka e-UKZN ngonyaka wezi-2017.

AMAKOMIDI ANGAPHANSI KOMKHANDLU

Wonke amaKomidi oMkhandlu (Elezezimali, Elokuhlolwa Nobungcuphe, Elezamazholo, Elokugasha Ezikhundleni Eziphezulu, Elezabasebenzi kanye nelobulungu boMkhandlu) anoSihlalo abazimele abangamalungu oMkhandlu abanamakhono afanele. (bheka isitatimende soMkhandlu KwezokuPhatha ekhasini lama-24 ukuze uthole umbiko ophelele.) La makomidi kulapho umsebenzi woMkhandlu wenzeka khona. Ngiyabonga kakahulu kumalungu ngamakhono awo, amagalelo nokuzibophezela kwawo eNyuvesi kanye nokuphathwa kwayo.

ISIPHETHO

Unyaka obuyekwayo ubunemiphumela emihle eminingi futhi unezinselelo e-UKZN. Ngidlulisa Nokubonga kuDkt Ayanda Ntsaluba, okuphele isikhathi sakhe sokuba uSihlalo WoMkhandlu kuNhlanguvana (June), sibonga ubuholi bakhe obuqotho. Ngidlulisa nokubonga futhi kuSekela-Sihlalo woMkhandlu, nawo wonke amalungu oMkhandlu ngamagalelo awo onyakeni wezi-2017.



Mfu Dkt V Mehana

USihlalo WoMkhandlu

OFFICERS AND MEMBERS OF COUNCIL

Analysis of Membership by Category and Representation on Major Committees of Council as at 31 December 2017

Name/Category of Membership		Committees of Council						Analysis of Attendance at Council Meetings for the Year Ended December 2017								Total Overall	%
		ARC	FC	RC	CMC	SC	EXCO	Jan (Adjourned)	Mar	Jun	Aug (Additional)	Sep	Nov (Special)	Dec	No.	%	
Executive Committee of Council																	
Ms N Bhengu (CSRC President)	5						√	P	P	P	P	P			5	100%	
Professor N Hlongwa	3						√	P							1	100%	
Judge A Jappie	1						√	P	Ap	P	Ap	P	A	Ap	3	43%	
Rev Dr V Mehana (Chair - with effect from 1 July 2017)	4		√		√	√	√	Ap	P	P	P	P	P	P	6	86%	
Mrs Z Sokhela	1	√		√	√		√	P	P	P	P	P	P	P	7	100%	
Dr L Moja	1			√			√	P	P	P	P	P	Ap	P	6	86%	
Professor B Ncama (with effect from 30 January 2017)	3				√		√	P	P	P	P	Ap			4	80%	
Dr A Ntsaluba	1		√		√		√	P	P	P	Ap	Ap	Ap	P	4	57%	
Ms N Ntsinde (with effect from 19 September 2017)	1		√				√	Ap	P	P	P	P	P	P	6	86%	
Professor M Reddi	2						√		P	P	P	P	Ap		4	80%	
Mr T Singarum	3						√	P	P	P	P	P	P	P	7	100%	
Dr AS van Jaarsveld	2		√	√			√	P	P	P	P	Ap	P	P	6	86%	
Mr S Zondi (CSRC President) (with effect from 2 November 2017)	5						√						P	P	2	100%	
Professor R Vithal	2				√		√	P							1	100%	
Other Members of Council																	
Dr N Gopal	3		√					Ap	P	P	P	P	P	P	6	86%	
Mrs B Letsoalo	1					√		Ap	P	Ap	Ap	P	Ap	P	3	43%	
Rre E Litheko	1			√		√		P	P	P	Ap	P	P	P	6	86%	
Professor N Magula (with effect from 26 May 2017)	3									P	P	P	P	Ap	4	80%	
Mr N Maharajh (with effect from 1 July 2017)	1	√									P	P	Ap	P	3	75%	
Mr T Maistry	3							P	Ap	P	P	P	P	P	6	86%	
Mr S Mashita (with effect from 3 February 2017)	4	√						P	P	P	P	P	P	P	7	100%	
Ms F Masiko (with effect from 31 March 2017)	1									P	Ap	P	P	P	4	80%	
Mr N Mazibuko (CSRC Secretary - General)	5							P	P	P	P	P			5	100%	
Mrs F Msiza	4							Ap	Ap						0	0%	
Professor S Mutula	2				√				P	P	P	P	Ap	P	5	83%	
Mr SST Ngcobo	1		√					P	P	P					3	100%	
Mr M Phakathi (with effect from 31 March 2017)	1									P	P	P	P	P	5	100%	
Professor C Potgieter	2					√		P							1	100%	
Mr L Quayle	1	√						P	Ap	P					2	67%	
Professor B Rodrigues	3							Ap	Ap	Ap	Ap	Ap	P	P	2	29%	
Mr VW Sibisi	1		√			√		P	A	P	P	P	P	P	6	86%	
Professor M Singh	1							P	Ap	P	Ap	P	P	P	5	71%	
Mr T Zulu	4		√	√				P	P	P	Ap	P	P	P	6	86%	
Mr S Zungu (with effect from 3 February 2017)	4								Ap	Ap	P	Ap	P	P	3	50%	
Judge N Pillay	1				√			Ap	Ap	P	Ap	P	Ap	P	3	43%	
Mr AD Young	1										P	P	P	P	4	100%	
Mr S Nguse (CSRC SG) (with effect from 2 November 2017)	5												P	P	2	100%	
Professor S Duma (with effect from 24 November 2017)	3													P	1	100%	
CO-OPTED MEMBERS																	
Dr TH Dlamini					√			Ap	P	Ap	P	Ap	Ap	Ap	2	29%	
Professor J Volmink								A	A	A	P	Ap	Ap	P	2	29%	
Mr AD Young								P	P	P					3	100%	
TOTAL ATTENDANCE								21	20	27	21	24	20	26	159		
TOTAL MEMBERSHIP			4	8	5	8	5	14	30	30	32	31	31	30	27	211	
OVERALL ATTENDANCE AS A PERCENTAGE OF MAXIMUM POSSIBLE								70%	63%	84%	68%	77%	64%	96%		78%	

KEY CATEGORIES OF MEMBERSHIP

- (1) Independent non-executive Council Members
- (2) Executive Management representatives
- (3) Employee representatives
- (4) Government-appointed representatives
- (5) Student representatives
- (6) Co-opted members

KEY TO COMMITTEES OF COUNCIL

- ARC Audit & Risk Committee
 FC Finance Committee
 RC Remuneration Committee
 CMC Council Membership Committee
 SC Staffing Committee
 EXCO Executive Committee of Council

KEY TO ATTENDANCE

- Not a Council Member during the highlighted period
 P Present
 AP Apologies for non-attendance
 A Absent without apology
 - Alternate not required

Analysis of Membership by Category and Representation on Major Committees of Council as at 31 December 2017

Audit & Risk Committee									
2017	Feb	May	Aug	Oct				%	
Mr L Quayle (Chair)	P	P						100%	
Advocate C S Dlamini	P	P						100%	
Mr N Maharajh (Chair with effect from 19 June 2017)	Ap	P	P	P				75%	
Mr S Mashita	P	P	P	P				100%	
Mrs Z Sokhela	P	P	P	P				100%	
Ms I Reddy			P	P				100%	
Ms X Hlongwane				Ap				0%	
Total Attendance (%)	80%	100%	100%	80%					89%

Finance Committee (with one vacancy)									
2017	Feb		May	Jun (special)	Aug	Oct		%	
Mr T Ngcobo (Acting Chair) (term ended 30 June 2017)	P		P	P				100%	
Ms N Amla (Acting CFO) (term ended 13 February 2017)	P							100%	
Professor R Slotow (term of office ended 30 June 2017)	P		P	Ap				67%	
Mr T Zulu (with effect from May 2017)			P	P	P	Ap		75%	
Rev Dr V Mehana (with effect from August 2017)					P	Ap		50%	
Mr VW Sibisi (with effect from August 2017)					P	Ap		50%	
Mrs N Mbhele (CFO) (with effect from May 2017)			P	P	P	P		100%	
Dr AS van Jaarsveld	P		P	P	P	P		100%	
Dr N Gopal	P		P	P	A	P		80%	
Professor D Ramjugernath (with effect from August 2017)					P	P		100%	
Dr D Malaza	P		P	P	P	P		100%	
Mr C Bösenberg	Ap		Ap	P	Ap	P		40%	
Ms N Ntsinde	P		P	P	P	P		100%	
Mr I Peer	P		P	Ap	Ap	P		60%	
Total Attendance (%)	89%		90%	80%	73%	73%			80%

Remuneration Committee									
2017	Feb	May	Jul	Dec				%	
Dr L Moja (Chair)	P	P	P	P				100%	
Rre E Litheko	P	P	P	P				100%	
Mr T Ngcobo	P	P						100%	
Mr TF Zulu			Ap	A				0%	
Mrs Z Sokhela	P	P	Ap	P				75%	
Professor BP Ncama	P	P	P					100%	
Dr AS van Jaarsveld	P	P	P	P				100%	
Mrs A Williamson	P	P	P					100%	
Mr K Gobardan				P				100%	
Total Attendance (%)	100%	100%	71%	83%					89%

Staffing Committee									
2017	Feb	May	Aug	Oct				%	
Rre E Litheko	P	P	P	P				100%	
Mr K Gobardan				P				100%	
Professor T Govender	A	A	P	A				25%	
Ms N Gumede			P	A				50%	
Dr A Johnson	P	P	P	P				100%	
Ms E Maepa	P	P	P	P				100%	
Mr S Mashita	P							100%	
Rev Dr V Mehana		Ap	Ap					0%	
Professor PS Reddy			P	P				100%	
Dr M Sibanda	P	Ap						50%	
Mrs T Sibisi	P	Ap	A	A				25%	
Mr VW Sibisi	A							0%	
Mr R Sigamoney	P	P	P	P				100%	
Professor R Slotow		Ap	P					50%	
Mrs A Williamson	P	P	P					100%	
ALTERNATES									
Mrs B Letsoalo	Ap	Ap		P				30%	
Professor PS Reddy		P						100%	
Professor B Pillay		P		Ap				50%	
IN ATTENDANCE									
Ms N Amla	Ap							0%	
Mrs N Mbhele		P	P	P				100%	
Mr R Parkies	P	P	P	Ap				75%	
Ms N Shezi	Ap							0%	
Ms B Ramabodu	P	P	P	P				100%	
Mr H Ramkisson	P	Ap	P	Ap				50%	
Dr AS van Jaarsveld	Ap	P	P	P				75%	
Total Attendance (%)	65%	61%	88%	63%					71%

Council Membership Committee									
2017	May							%	
Rev Dr V Mehana (Chair)								0%	
Dr A Ntsaluba	P							100%	
Dr AS van Jaarsveld	P							100%	
Dr T Dlamini	Ap							0%	
Judge N Pillay	Ap							0%	
Mrs Z Sokhela	Ap							0%	
Professor S Mutula	P							100%	
Professor BP Ncama	P							100%	
Total Attendance (%)	57%								57%

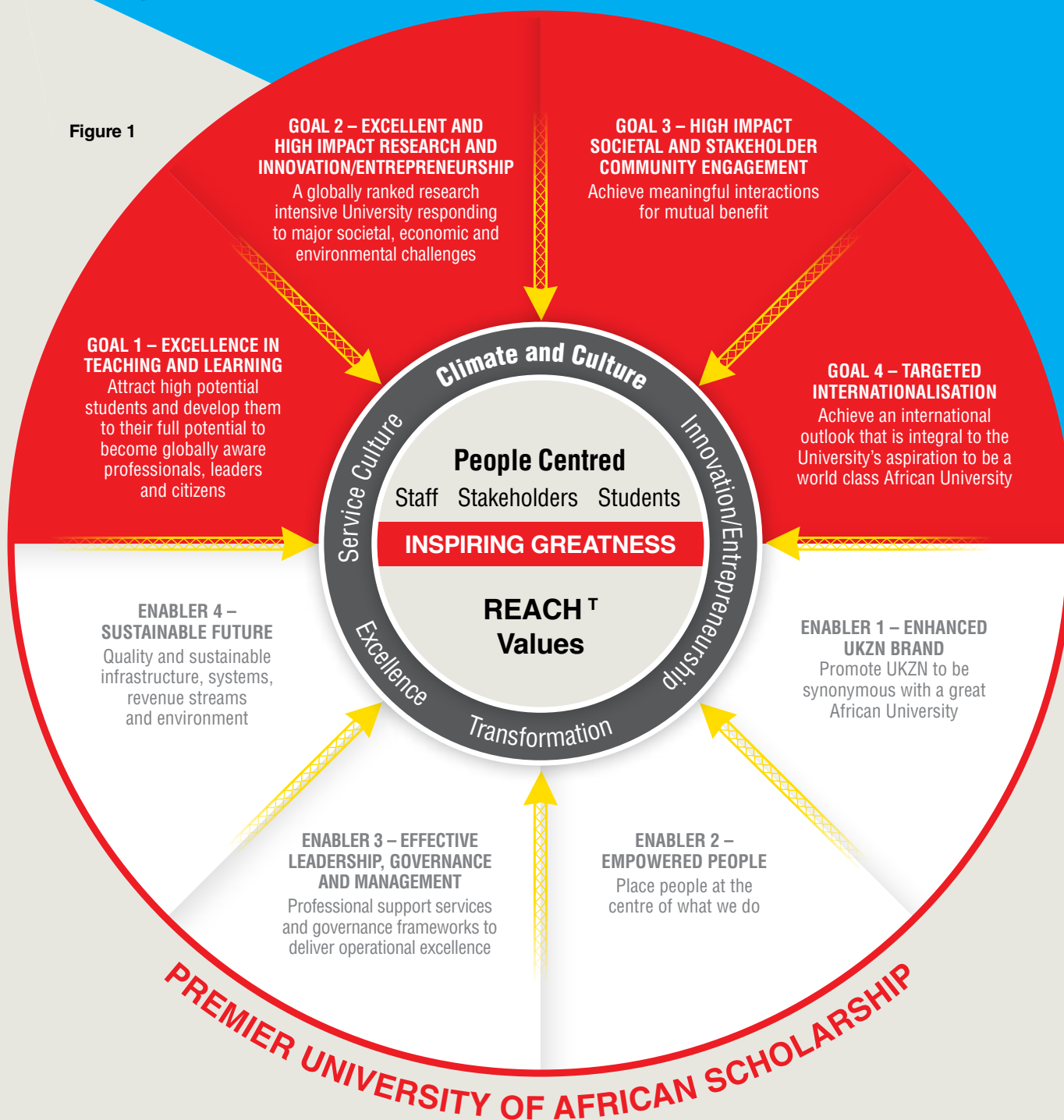
Other Office Bearers (In attendance at Council)	Auditors	Bankers	Postal Address
Mr SS Mokoena	PricewaterhouseCoopers Inc.	Standard Bank of SA	University of KwaZulu-Natal
	PO Box 1274	PO Box 2511	Private Bag X54001
	Umhlanga Rocks, 4320	Durban, 4000	Durban, 4000

PERFORMANCE ASSESSMENT REPORT

EXCELLENCE

VISION

Figure 1



In 2017, the University of KwaZulu-Natal (UKZN) launched the new Strategic Plan for the Institution for the period 2017–2021. The Plan outlines the institutional culture, goals and enablers we have identified to help the University realise its full potential, and to inspire greatness in our stakeholders. The Plan is built on work already underway and launched several new initiatives.

The pictorial representation in Figure 1 indicates the essence of the UKZN Strategic Plan 2017-2021. The purpose of the Institution is captured in the centre – Inspiring Greatness. The purpose is surrounded by the issues pertaining to the institutional climate and culture the University seeks to achieve (e.g. Excellence, Transformation, Service Culture and Innovation and Entrepreneurship). Inspiring Greatness underscores the centrality of the REACH¹ values, and outlines the pillars required to achieve the institutional culture objectives. The climate and culture ring is surrounded by the four strategic Goals and four Enablers that inform the substance of the strategy. The entire strategy wheel is surrounded by the outcome of the University's collective endeavours – the Vision to be the Premier University of African Scholarship.

The University aims to implement the Strategic Plan through an Institutional Annual Performance Plan which contains Key Performance Indicators (KPIs) under the strategic goals and enablers. The performance of the Institution in relation to the targets set in the 2017 Annual Performance Plan can be summarised as follows:



The University has achieved an overall rating of 3.25 out of a possible 5 point rating scale with the targets being set at 3.

While the University met or exceeded its targets for each of the enablers, it fell short of meeting the targets for some of the goals set for 2017. Leadership challenges and over enrolments in 2017 contributed to the under performance in the Goals related to Institutional Climate and Teaching and Learning. The over enrolments were a direct result of the Fees Must Fall campaign. This resulted in an influx of students to all institutions across South Africa. This also had a direct impact on the student Graduation rate of the Institution as the higher enrolments influence the Graduation rate negatively.

External grants have increased significantly while contributions by alumni were very low impacting negatively on Goal 3. New initiatives will be launched in 2018 to increase the alumni contributions. There was a general trend of lower donations in 2017 due to the 2016 disturbances that impacted negatively on third stream income for the University. The University did however manage a 10% increase in third stream income when compared to 2016.

Targets in the research-related KPIs have been exceeded. This has impacted positively on Goal 2 and Goal 4. The increase in citations is driven by where we publish and is thus a long-term endeavour that will take time to improve. The University is however on an upward trajectory in this area.

The ratings related to detail targets as outlined in the Annual Performance Plan can be reported as follows:

The Legend:

Term	Description	Rating
Level 5: Performance significantly above expectation	Target exceeded ($\geq 120\%$)	5
Level 4: Performance above expectation	Target exceeded ($< 120\%$)	4
Level 3: Performance meets expectation	Target met	3
Level 2: Performance does not meet expectation	Target not met ($80\% \geq 100\%$)	2
Level 1: Performance very far below expectation	Target not met ($< 80\%$)	1

Annual Performance Plan (2017)

No.	Strategic objective	KPI	Base	Target	Achievement	Performance Rating
			2016	2017	2017	
Goal: Institutional Climate and Culture						
1	To create a conducive teaching-learning climate	Student satisfaction level with the quality of teaching and learning	60%	60%	63%	4
2	To create a conducive institutional climate	Staff Engagement Index	70%	75%	46%	1
Goal 1: Excellence in Teaching and Learning						
3	To achieve a diverse socio-economic student body	Percentage of admitted 1 st year students from quintile 1-3 schools	38%	40%	41%	3
4	To enhance the quality of teaching staff	Percentage of teaching staff with a PhD qualification	50%	52%	51%	2
4.1	To enhance the quality of teaching staff	Student graduation rate <i>(Includes Occasional)</i>	22%	24%	23%	2
5	To meet the targets contained in the Enrolment Plan	Enrolments to be aligned to the enrolment plan	Refer to page 29	Refer to page 29	Refer to page 29	2.4
Goal 2: Excellent and High Impact Research, Innovation and Entrepreneurship						
6	To increase the overall citation index	Citations per capita	1.4	1.6	1.46	2
7	To increase the number of NRF-rated scholars	Number of NRF-rated scholars	321	340	341	3
8	To increase research output	Total author units for publications in UKZN approved books and chapters in books	1 760	1 800	2 004.7	4
9	Increase the number of highly cited researchers	Number of researchers with an h-index greater than 20	60	70	87	5
10	Increase the impact of research	Percentage of journal papers in the Top 10% of most cited journal papers.	16%	17%	16.9%	3
Goal 3: High Societal Impact and Community Engagement						
11	To meet the perceived needs of stakeholder communities	External grant value attracted for societal impact work	R500 million	R550 million	R653,6 million	4
12	To increase the contributions by the alumni in support of the University	Rand value of alumni contribution	-	R0,6 million	R197 590	1
Goal 4: Targeted Internationalisation						
13	To increase the number international co-authorships in DHET accredited journals	Percentage international co-authorships in DHET accredited journals	45%	46%	49.4%	4
14	To increase the number of international postdoctoral research fellows	Number of international postdoctoral research fellows	256	260	288	4
15	To increase the funding through International research grants	Value of international grants secured for research and internationalisation	R173,4 million	R173,4 million	R397,8 million	5

Annual Performance Plan (2017) ...continued

No.	Strategic objective	KPI	Base	Target	Achievement	Performance Rating
			2016	2017	2017	
Enabler 1: To Develop and Strengthen The UKZN Brand						
16	To strengthen the presence of the UKZN brand in the media	Net promoter score	-	2017 Actuals inform target for 2018	58.13%	3
17	To enhance the reputation of the University	Media impact index	-	2017 Actuals inform target for 2018	52.94	3
Enabler 2: Empowering Our People						
18	To be a university of choice for students	Conversion rate	83%	83%	84%	4
19	To enhance the employability of UKZN graduates	Percentage of UKZN graduates that obtain employment within six months of graduation	48%	55%	40%	1
20	To manage the staff turnover rate	Staff turnover rate (academics)	5%	5%	4.7%	4
Enabler 3: Effective Leadership, Governance and Management						
21	To reduce repeat audit findings by external auditors	Year on year percentage decline in the number of repeat audit findings by external auditors	5%	40%	50%	5
22	To enhance a service-oriented culture	Leadership capability performance score	-	Base to inform target for 2018	-	-
Enabler 4: A Sustainable Future						
23	To grow the University third stream funding	Third stream income as a percentage of total income	27%	27%	21%	1
24	To grow the University endowment	Rand value from fundraising initiatives	R3,0 million	R3,4 million	R3,8 million	4
25	To ensure long-term financial viability and sustainability	Net financial liabilities ratio	Less than 50%	Less than 50%	26%	5
26	To reduce the size of deferred maintenance	Maintenance expenditure to depreciation ratio greater than 1	35%	35%	59%	5
27	To reduce the carbon footprint of the University	Energy, Water & Waste Intensity INDEX (EI)	-	2017 actuals to inform target for 2018	Water index= 1.0 kL/m ² ; Energy index= 63.61 kWh/m ² ; Waste index= 28.21 kg/student	-
Average Performance Rating						3.25

MANAGEMENT OF THE ENROLMENT PLAN

The table below highlights our enrolments against targets for the period. The average performance rating for this area has already been incorporated into the Annual Performance Plan above. The overall under performance in this area are due to over-enrolments and are a direct result of the “Fees Must Fall” campaign. This resulted in an influx of students to all institutions across SA.

No.	Performance Indicator	Audited 2017	Target	Achievement	Performance Rating
		2016	2017	2017	
ACCESS					
	Headcount Totals				
1	First-time entering undergraduates (Exclude Occ)	8 037	8 484	8 894	2
2	Headcount enrolments (Includes Occ. excludes Certificate in Eng)	46 472	45 206	49 096	2
3	Headcount enrolments (Foundation provisioning) 1 st year intake	838	1 035	842	2
4	Headcount enrolments total UG (Excludes Occ & Certificate in Eng)	32 603	32 494	34 309	2
5	Headcount enrolments total PG (Excludes Occ)	13 002	12 342	14 118	2
	Enrolments by Major Field of Study				
6	Science, Engineering, Technology	40%	40%	39%	2
7	Business/Management	17%	18%	16%	2
8	Education	14%	14%	15%	2
9	Other Humanities	29%	28%	30%	2
10	Distance education	737	323	510	1
SUCCESS					
11	Graduates UG (Degree complete)	5 923	6 565	6 260	2
12	Graduates PG (Degree complete)	4 242	4 386	4 886	4
12.1	Graduates PhD (included in 12 above)	361	368	388	4
	Undergraduate Output by Scarce Skills				
13	Engineering	301	425	350	2
14	Life and Physical Sciences	912	1 002	904	2
15	Animal and Human Health	608	620	587	2
16	Teacher education (includes B Ed & PGCE)	1 325	1 449	1 658	4
	Success rate	84%	84%	82%	2
EFFICIENCY					
	Instructional/Research Professional Staff				
17	% staff with doctoral degrees	50%	57%	51%	2
18	Number of nGap staff	8	13	9	1
19	Ratio of FTE students to FTE instructional/research staff	21.0	19.3	23.2	2
	Research Output				
20	Publication units (weighted research output) per instruction/research staff (<i>Actual and Planned figures reported in year N is for year N-1</i>)	2.7	2.2	2.9	5
21	Doctoral graduates (<i>weighted x 3</i>)	1 083	1 104	1 164	4
Average Performance Rating					2.4



Rev Dr V Mehana
Chair of Council



Dr A S van Jaarsveld
Vice-Chancellor and Principal

COUNCIL'S STATEMENT ON CORPORATE GOVERNANCE

“The independent non-executive members comprise a cross section of external expertise. As at 31 December 2017, 29 positions were filled, and one vacancy existed for a government-appointed representative.”

ACCOUNTABILITY

The University is committed to the highest level of corporate governance. In associating itself with the principles of discipline, transparency, independence, accountability, responsibility, fairness and social responsibility, it is aligned to the King Reports on Corporate Governance and is compliant with the Higher Education Act. In executing its governance role, the University Council ensures that all stakeholders act in the best interest of the University.

The Council seeks to apply the Code of Corporate Practices and Conduct, and the Code of Ethical Behaviour and Practice as set out in the King III and King IV Reports. This commitment has been reinforced by Council's adoption of its own customised Code of Conduct for members of Council. In supporting these Codes and in fulfilling its guardianship role in relation to public and trust funds administered by the University, Council recognises the need to conduct the affairs of the University with integrity, ethically and in accordance with generally accepted business and legal practices.

Included in the mandate of the Audit and Risk Committee is the monitoring of compliance with these Codes. This is evident by coverage on the approved Internal Audit Plan that includes tests of compliance with King III and King IV, and the Higher Education Act.

Council's commitment to sound governance within the University is evidenced by well-balanced internal structures which include Internal Audit and Forensics as well as Risk and Compliance, all of which report directly or indirectly to the Audit and Risk Committee. Mr Justice Zac Yacoob is the appointed Ombud of the University and his office has clear and independent reporting mechanisms.

THE COUNCIL

UKZN's Council was incorporated on 1 January, 2004 in terms of the Higher Education Act of 1997. During the year under review, the Council functioned in accordance with the prevailing Statute for UKZN, which was promulgated on 14 July 2006 and amended on 7 March 2012. In terms of this Statute, Council comprises 30 members, the majority of whom (63%) are neither employees nor students of the University. The independent non-executive members comprise a cross section of external expertise. As at 31 December 2017, 29 positions were filled, and one vacancy existed for a government-appointed representative.

Council Comprises:	
Independent non-executive members	11
Government appointed representatives (including the one vacancy mentioned above)	5
Convocation representatives	3
Executive Management	3
Employee representatives	6
Student representatives	2
Total	30

There were changes in Council membership in 2017. The terms of office of the following Council members ended in the indicated months:

- Professor N Hlongwa - Senate representative - January
- Mr T Ngcobo - Council elected member - June
- Mr L Quayle - Council elected member - June
- Dr N Gopal - Academic representative - June
- Mr T Singarum - Support Staff representative - June
- Miss N Bhengu - SRC representative - October
- Mr N Mazibuko - SRC representative - October

Ms F Msiza resigned in June 2017

The following Council members were elected to Council in the indicated months:

- Mr S Mashita - Ministerial appointee - February
- Mr S Zungu - Ministerial appointee (re-elected) - February
- Professor N Magula - Senate representative - May
- Ms F Masiko - Convocation representative - March
- Mr M Phakathi - Convocation representative - March
- Mr VW Sibisi - Convocation representative (re-elected) - March
- Dr N Gopal - Academic representative (re-elected) - July
- Mr T Singarum - Support staff representative (re-elected) - July
- Mr N Maharajh - Council elected member - July
- Mr A Young - Council elected member - July
- Mr S Zondi - SRC representative - November
- Mr S Nguse - SRC representative - November

As at 31 December 2017, there was one Ministerial appointee vacancy on Council (awaiting appointment by the Minister).

In terms of good governance, the role of the Chairperson of Council is separate from that of the Chief Executive Officer and the Vice-Chancellor and Principal. The Council of the University of KwaZulu-Natal is responsible for the overall strategic direction of the University, approval of major developments and the receipt of regular reports from the Vice-Chancellor, other executive officers and members of management on the day-to-day operations of the University's business. Council met seven times during the year under review. Details of its composition and meeting attendance statistics for the year, together with those of the major committees of Council, are contained on pages 22-24 of this Annual Report.

In discharging its governance role, Council is supported by a number of standing committees, namely the Remuneration, Finance, Audit and Risk, Staffing, Senior Appointments and Council Membership Committees. All these Committees are formally constituted with specified terms of reference and in all cases comprise a majority of external members of Council.

REMUNERATION COMMITTEE

The Remuneration Committee's specific terms of reference include direct authority to act for Council in proposing changes to the Conditions of Service as they relate to employees' salaries and benefits as well as being responsible for the periodic review and determination of mandates for the University's management team in its negotiations with staff representative bodies in the Joint Bargaining Forum (JBF). A subset of the Remuneration Committee - comprising three independent non-executive members, two government-appointed members, one employee representative and two executive management members - is responsible for considering and determining executive salaries and benefits in relation to prevailing market conditions.

The committee met four times during the year, chaired by Dr L Moja, an independent non-executive member of Council.

FINANCE COMMITTEE

The Finance Committee comprises a majority of external members with a cross section of expertise. The Finance Committee has specific terms of reference and is responsible for monitoring the University's financial position specifically to ensure its ability to operate as a "going concern" and for the adequacy of its financial accounting, treasury management and control systems. In 2017, it held five meetings and in addition, a joint meeting with the Audit and Risk Committee to consider Annual Financial Statements. The Finance Committee considered a range of matters relevant to the fiduciary duties of the University Council and advised Council on financial strategy, policy and the University's budgets. It has specific responsibility for investment management, loan finance and risk management issues, and for ensuring - through the office of the Chief Finance Officer - compliance with the University's Financial Regulations and that the accounting information systems and personnel complement are maintaining the accounting records of the University in good order.

Independent non-executive Council member Mr T Ngcobo acted as Chair from January to June, and a government-appointed member of Council Mr T Zulu, chaired the Committee from July to December.

MEMBERSHIP COMMITTEE

The Membership Committee meets as and when necessary to consider nominations to fill vacant positions on Council in accordance with the UKZN Statute. It also identifies members of Council with appropriate expertise to serve on the Council Sub-Committees. It consists of seven members, four of whom are external to the University. In the year under review this committee had two meetings.

AUDIT AND RISK COMMITTEE

The Audit and Risk Committee consists of three members of Council, none of whom is either an employee or a student, and two non-Council members with appropriate expertise. Four meetings were held during 2017. In addition, a joint meeting with the Finance Committee was held during the year to consider, approve and recommend the Annual Financial Statements to Council for approval. The scheduled meetings were also attended by the independent external auditors, internal auditors, representatives from the Auditor General and by appropriate members of executive and senior operational management. Both the external and internal auditors had unrestricted access to the Audit and Risk Committee, which ensured their independence was in no way compromised. In addition, the Audit and Risk Committee reviews the forensic and risk management reports and monitors these reports and their outcomes, ensuring appropriate action is taken.

The Audit and Risk Committee operates in terms of a written Terms of Reference which provide assistance to Council in:

- Ensuring compliance with applicable legislation, the requirements of regulatory authorities and applicable codes of corporate conduct
- Determining the adequacy and effectiveness of financial and internal controls, risk management processes, accounting policies, reporting and disclosure
- Ensuring, in conjunction with the Finance Committee, that all areas of financial risk are appropriately assessed and managed
- Reviewing and approving audit plans, budgets and reports emanating from external and internal auditors
- Monitoring the scope, adequacy and effectiveness of the internal audit function
- Meeting its statutory reporting responsibilities

The Committee was chaired by an independent non-executive member of Council Mr L Quayle from January to June, while Mr N Maharaj was in office from July to December.

STAFFING COMMITTEE

The Staffing Committee makes recommendations to the University Council regarding all new and revised human resources and employment equity policies, approves systems and procedures for the implementation of these policies and monitors their implementation. It consists of 13 members, two of whom are external members of Council and four non-Council members with appropriate expertise. Those members internal to the University include representatives of unions, academic and support staff, and senior management. The committee met four times during the year and was chaired by Rre E Litheko, an independent non-executive member of Council.

SENIOR APPOINTMENTS COMMITTEE

The Senior Appointments Committee is chaired by the Vice-Chair of Council. It is responsible for the selection of suitable candidates to fill executive positions and recommends such candidates to Council for consideration and appointment.

In 2017, the Committee met eight times and considered five vacant executive positions – Deputy Vice-Chancellor: Research; Chief Finance Officer; Deputy Vice-Chancellor: Health Sciences; Deputy Vice-Chancellor: Law and Management Studies as well as the Executive Director: Human Resources.

Recommendations in respect of the following executive appointments were made and approved in the months stated: Professor Deresh Ramjugernath as Deputy Vice-Chancellor: Research - January; Mrs Nontuthuko Mbhele as Chief Finance Officer - January; Professor Busisiwe Ncama as Deputy Vice-Chancellor: College of Health Sciences - September; Professor Nana Poku as Deputy Vice-Chancellor: College of Law and Management Studies - September; and Dr Siphelele Zulu as Executive Director: Human Resources - December.

CODE OF ETHICS

The University is committed to the highest standards of integrity, behaviour and ethics in dealing with all its stakeholders, including its Council members, managers, employees, students, customers, suppliers, competitors, donors and society at large. The University's policies include provisions to deal with conflicts of interest.

Council members and all staff who have decision-making authority, either individually or jointly through their service on committees, are expected to observe the University's ethical obligations in order to conduct business through the use of fair commercial practice. In terms of the respective Codes of Conduct for members of Council and Executive Management, those bound by the Codes are obliged to disclose any noteworthy interests (as defined) in a register of interests. Likewise, potential or actual conflicts of interests are required to be declared. Various general provisions underpin Council's commitment to ethical conduct. These are characterised *inter alia* by the requirements to act in good faith, to serve the interests of the University, to maintain the trust of Council and the Executive, to respect Council decisions and to maintain confidentiality. Members of Council and the Executive are required to acknowledge and uphold the respective Codes by making signed declarations to this effect, which are, in turn, lodged with the Registrar's Office.

APPROVAL OF REPORT ON CORPORATE GOVERNANCE

Council's commitment to good corporate governance is reaffirmed at least annually and consequently this report has the approval of Council and the Audit and Risk Committee represented by the following chairpersons respectively:



Rev Dr V Mehana

Chair of Council



Mr N Maharajh

Chair of the Audit and Risk Committee

REPORT OF THE SENATE TO COUNCIL

“Innovation and entrepreneurship are key components of UKZN’s new Strategic Plan. The custodian of intellectual property (IP) and entrepreneurship at the University, UKZN InQubate, is in the process of being strengthened to ensure it delivers on UKZN’s aspirations in this area.”

CLIENT
ORIENTATION

The Higher Education Act No. 101 of 1997 and the Statute of the University of KwaZulu-Natal (UKZN) bestow on the Senate ultimate responsibility for the maintenance of the University's academic integrity. The Senate is thus UKZN's highest academic decision-making body and is responsible for all its teaching, learning, research and academic functions.

During the course of 2017, Senate held three ordinary meetings and three emergency meetings. It fulfilled its statutory duties and in so doing contributed to the enhancement of sound academic governance and the maintenance of quality in respect of the University's various teaching and research activities.

CHANGES IN ACADEMIC STRUCTURE

There were no changes in the academic structure of UKZN in 2017.

COMPOSITION OF SENATE

Subject to the provisions of the Act, the Senate consists of:

- Vice-Chancellor and Principal
- Deputy Vice-Chancellors
- Executive responsible for Student Services
- A representative from the Council who must not be either an employee or student and who is elected by the Council
- Chair of the Professional Services Board
- Director of Library Services
- Director of Quality Promotion and Assurance
- Chair of the Institutional Forum
- President of Convocation or nominee
- University Dean of Research
- College Deans of Research
- College Deans of Teaching and Learning
- College Managers responsible for student academic administration for the College
- Heads of Schools
- Two permanent academic employees from each School duly elected by each such School
- A Fellow of the University who is a permanent member of the academic staff of the University, elected by the Fellows
- Six student representatives, one from each of the campuses, duly elected by the local SRC for that campus, and one student representative from the Central SRC having been duly elected by that Council
- Additional members approved by the Senate

SIGNIFICANT MATTERS CONSIDERED BY SENATE

The Senate considered several important matters during 2017, including:

1. The decentralisation platform for the training of Medical students
2. Weightings in the Student Feedback Professional Practice Module and Professional Practice supervision reports
3. Proposals for several new academic programmes
4. The MBChB enrolment plan and process
5. Academic exclusions
6. Undergraduate enrolments and progression, and academic monitoring and support
7. The CHE Quality Enhancement Project Phase 2: UKZN Institutional Report

Emergency meetings were convened to consider recommendations for the conferral of honorary degrees, senior executive appointments and exclusions/special examinations.

SIGNIFICANT DEVELOPMENTS AND ACHIEVEMENTS IN INSTRUCTION AND RESEARCH

INSTRUCTION:

During the course of 2017, Senate approved the following reports:

- The CHE Quality Enhancement Project Phase 2: UKZN Institutional Report that focused on curriculum renewal and transformation; diversity and inclusion in curriculum; curriculum development capacity and quality, and participation in curriculum design and policy. Colleges and Schools were encouraged to reflect on this document and use it as an improvement guideline
- The 2017 Report on Undergraduate Enrolments and Progression including Academic, Monitoring and Support at UKZN that evaluated the relationship between background characteristics and student progress and performance
- The UKZN Language Report for 2016/2017 that documented further work and progress in the implementation of the University's Language Policy

RESEARCH

UKZN has maintained its status as a research intensive University with the Department of Higher Education and Training (DHET) Research Outputs reports showing the University consistently placed among the Top Two Higher Education Institutions in the country in terms of the number of research outputs. The University was placed fourth nationally in terms of weighted outputs per capita.

The Institution recorded growth of about 60% in research outputs since 2011, with year-on-year growth over the last reporting period of around 14%. Growth has been steady across all categories, with the most significant over the last reporting year being for books and book chapters, which improved by some 414%.

In 2017, UKZN had 325 National Research Foundation (NRF)-rated researchers and scientists, nine of whom were regarded as world leaders in their field and recognised by the NRF with A-ratings. Eighty-seven of our researchers had an h-index of 20 or higher. In terms of the academic impact of research outputs, especially journal publications, about 17% of the outputs from the University were papers ranked in the Top 10% of the most cited papers globally. The University has been one of the strongest nationally in terms of internationally co-authored research outputs, with approximately 50% international co-authorship.

The University participates in several global university ranking systems and is consistently placed, in most of them, among the Top Four Higher Education Institutions in South Africa and on the African continent. Generally, during 2017 UKZN's position on most world rankings improved or remained steady. The University was ranked third out of 16 South African universities rated by the respected world body, University Ranking by Academic Performance (URAP). URAP placed UKZN in 369th place among 2 000 Higher Education Institutes (HEI) across the world. The two ranking systems in which UKZN has shown a decline nationally are the QS World Ranking and the QS BRICS.

The University continued to attract significant external research funding from both statutory and non-statutory agencies and institutions. Around R600 million was received in 2017, with approximately R200 million from the NRF. About 360 NRF grants were awarded to UKZN researchers.

As part of the new Strategic Plan (2017-2021), UKZN has established four Research Flagships to foster interdisciplinary, multidisciplinary and transdisciplinary research. The flagships will promote research that has socio-economic impact and relevance to society and University stakeholders at large.

The four research flagships are:

- African Health - Saving Lives
- Social Cohesion - Addressing Inequality and Nation Building
- Big Data and Informatics - Computing Solutions
- African Cities of the Future - Most Liveable Cities

Innovation and entrepreneurship are key components of UKZN's new Strategic Plan. The custodian of intellectual property (IP) and entrepreneurship at the University, UKZN InQubate, is in the process of being strengthened to ensure it delivers on UKZN's aspirations in this area. During the course of 2017, UKZN InQubate filed 22 IP disclosures and 16 patent applications. Nine projects, which are at an incubation stage, were funded by the Technology Innovation Agency (TIA) Seed Fund and one spin-off company was registered. UKZN InQubate has also taken on the task of increasing the number of consulting contracts brought into the University and during 2017 it attracted about R2,5 million in new consulting contracts.

ACCESS TO CERTAIN COURSES

There were no changes in access to UKZN programmes during 2017.

Senate approved the self-funded teaching programme in respect of the Bachelor of Sport Science.

COMPOSITION AND SIZE OF THE STUDENT BODY

Overall student numbers at UKZN have grown steadily over the past three years (2015 – 45 683; 2016 – 46 539; 2017 – 49 096). The proportion of African students has also grown (2015 – 69%; 2016 – 72%; 2017 – 75%) while the proportion of female students remained constant at around 57%.

GRADUATION RATES

A total of 11 146 students graduated in 2017 compared to 10 182 in 2016. The 2016 figures include “late inclusions” which were not included in the 2016 Annual Report. Overall, a steady growth has been observed in the number of graduates.

Graduation statistics per College (grouped by qualification) are presented in Table 1 below.

Table 1

	Year	Doctoral Degrees	Master's Degrees	Honours Degrees	PG Diplomas/ Certificates	Bachelor's Degrees	UG Diplomas/ Certificates	Grand Total
AES	2016	129	300	333	42	1 242	0	2 046
	2017	139	248	357	29	1 199	0	1 972
HS	2016	76	260	82	62	685	0	1 165
	2017	68	266	148	30	640	0	1 152
HUM	2016	119	394	810	545	2 734	17	4 619
	2017	129	340	947	855	2 781	13	5 065
LMS	2016	37	304	356	402	1 253	0	2 352
	2017	52	271	440	567	1 627	0	2 957
Grand Total	2016	361	1 258	1 581	1 051	5 914	17	10 182
	2017	388	1 125	1 892	1 481	6 247	13	11 146

KEY:

AES: College of Agriculture, Engineering and Science

HS: College of Health Sciences

HUM: College of Humanities

LMS: College of Law and Management Studies

UG: Undergraduate

PG: Postgraduate

Interesting statistics include the following:

- 43.8% of graduands were postgraduates with 13.6% being masters and doctoral candidates
- 61.7% were women; 69.3% African, 24.2% Indian and 4.1% White
- 5.1% of all graduates and 9.2% of postgraduates, were international students
- 475 students who had entered the University through an access programme graduated with a bachelor's degree, and further 389 with a postgraduate qualification
- 363 students received degrees *cum laude* and 128 *summa cum laude*

STAFF ACHIEVEMENTS

- Professors Salim and Quarraisha Abdool Karim received the prestigious Lifetime Achievement Award from the Institute for Human Virology for their contributions to the global AIDS response. Professor Quarraisha Abdool Karim received an honorary doctoral degree from the University of Johannesburg and was appointed an UNAIDS special ambassador for adolescents and HIV and AIDS
- University Distinguished Teachers' Awards were given to Dr Cecile Proches of the Graduate School of Business and Leadership and Dr Vittorio Tramontin of the School of Engineering, who went on to win the National Teaching Excellence Award
- Professor Rob Slotow and Professor Deresh Ramjugernath received University Fellowships in recognition of distinguished academic achievements and contributions to Ecology and Chemical Engineering, respectively
- The South African Medical Research Council awarded Professor Thumbi Ndung'u and Professor Frank Tanser gold medals for their innovative scientific contributions to the fields of HIV and tuberculosis research
- Human Physiology lecturer, Dr Lihle Qulu, was appointed as a Southern Hemisphere Region Representative for the Society of Neuroscientists of Africa
- Mr Darryl Earl David of the School of Arts was the Executive Director of Durban's successful bid to become a UNESCO City of Literature
- Professor Deevia Bhana of School of Education was rated a B2 researcher by the NRF
- Professor Kathleen Pithouse-Morgan of the School of Education was elected to serve as Chair-Elect of the Self-Study of Teacher Education Practices Special Interest Group of the American Educational Research Association.
- Drama and Performance Studies lecturer in the School of Arts, Ms Liane Loots, received the Ordre des Arts et des Lettres from the French Government in recognition of her significant contribution to and propagation of the Arts. The award is considered a knighthood by the French government
- The *Mail & Guardian's* 200 Young South Africans list in the Film and Media category included Centre for Creative Arts Director Mr David wa Maahlamela
- Professor Thabo Msibi was appointed the Dean and Head of the School of Education. At the age of 34, he is the youngest Dean in South Africa
- Professor Albert Modi received an International Alumni Award from Ohio State University that is presented annually to outstanding international agriculture alumni. He was also elected Deputy Chairperson of the National Agricultural Research Forum
- Postdoctoral Fellow in the Thermodynamics Research Unit Dr Mark Williams-Wynn and Chemistry Lecturer Dr Nolwazi Nombona were selected by the Academy of Science of South Africa and the African Academy of Science, respectively to attend the 67th Lindau Nobel Laureate Meeting
- Professor Colleen Downs was a finalist in three National Science and Technology Forum-South32 Awards, and a second runner-up for the Distinguished Woman Researcher Award in Natural (Life and Physical) and Engineering Sciences. She also received the Zoological Society of Southern Africa's Gold medal in recognition of outstanding contributions. Professor Ursula Scharler was appointed Chairperson of South Africa's new National Member Organisation of the International Institute of Applied Systems
- Professor Onesimo Mutanga and Dr John Odindi were recognised among the best scientific contributors in Africa in a publication launched at a celebration of Africa Day by Minister Naledi Pandor
- The Science and Technology Education Centre's Dr Tanja Reinhardt received the prize for the Best Workshop at the Grahamstown National Science Festival
- Professor Delia North was elected a Fellow of the South African Statistical Association for her contribution to national capacity building in Statistics Education
- Dr Joyce Chitja of the African Centre for Food Security was appointed Deputy Chairperson of the Agricultural Research Council Board
- Postdoctoral researcher at UKZN's Centre for Quantum Technology Dr Yaseera Ismail was selected as the first South African Ambassador of the Optical Society of America
- Dr Kenda Knowles, postdoctoral researcher at the Astrophysics and Cosmology Research Unit (ACRU,) received a postdoctoral fellowship from the L'Oréal-UNESCO for Women in Science sub-Saharan Africa programme
- Law lecturer Mr Maropeng Mpya was selected by the Society for Law Teachers of Southern Africa Association to serve as its representative at the Magistrates Commission
- Tax lecturer Mr Goolam Mahomed Gani was appointed a member of the Tax Court
- Consumer expert Professor Tanya Woker was re-appointed to serve another five-year term at the National Consumer Tribunal

2017

2016

R1,3 Billion
Funding
Awards



R1,6 Billion
Funding
Awards



33 560

Funding awards, worth **R1,6 Billion**, were made to students in 2017. This represents a **25.6% increase** on the 2016 figure of **R1,3 Billion**

A total of

7 185

applications were received for the **DHET 8% Grant** for the “**Missing Middle**” group (gross family income below R600 000 a year)
A total of **111 NRF Scholarships** were received for 2017 to support postgraduate students

95



academic scholarships were awarded in 2017

10



sports scholarships were conferred to deserving students

STUDENT ACHIEVEMENTS

- Final-year Medical student Dr Kumeren Govender was awarded a 2018 Rhodes scholarship to study at Oxford University
- BCom Accounting summa cum laude graduate Ms Jyoti Maharaj was placed second in SAICA's Initial Test of Competence
- Law graduates Ms Shamila Mpinga and Ms Simone Gray were awarded the Mandela Rhodes Scholarship to further their legal studies
- Opera student Ms Avuya Ngcaweni was the 2017 recipient of the prestigious Shooter Voice Bursary
- Architecture student Mr Jean-Pierre Desvaux de Marigny won the R50 000 first prize in the Corobrik Architectural Awards competition
- Masters student in Philosophy Mr Phila Mfundo Msimang was the 2017 recipient of the prestigious Canon Collins Scholar of Scholars award
- PhD student in Applied Ethnomusicology Mr Eric Sunu Doe won the Ivan Karp Doctoral Research Award under the African Critical Inquiry Program for 2017
- Second-year Music student Ms Slindile Dlamini received the 2017 Southern African Music Rights Organisation (SAMRO) Special Undergraduate Bursary for study in music performance
- Architecture students Mr Lwazi Ncanana, Mr Nhlanzeko Mbatha and Mr Camrin Plaatjes were Top 10 finalists in the prestigious PG Bison 1.618 competition. Plaatjes was placed third and received a R10 000 cash prize. All finalists received a R2 000 prize

Student funding in the form of loans, which include those from the National Student Financial Aid Scheme (NSFAS), amounted to R909 975 923 (57%), bursaries constituted R507 536 248 (32%) and scholarships stood at R169 452 105 (11%). There was a 49% increase in loans compared to 2016. Bursaries and scholarships increased by 14.9% and 5.09%, respectively.

A total of 7 185 applications were received for the DHET 8% Grant for the "Missing Middle" group (gross family income below R600 000 a year). A total of 111 NRF Scholarships were received for 2017 to support postgraduate students.

Ninety-five academic scholarships and 10 sports scholarships were conferred at the annual Scholarships Awards Ceremony on 23 August 2017 on students who demonstrated exceptional academic performance at undergraduate and postgraduate levels and on those who excelled in sport.

CONCLUSION

UKZN celebrated many achievements in teaching and learning, and research during the year under review. The quality of its academic staff, innovative approach to curriculum development and transformation and commitment to nurturing young, Black academics are indicators of such success for which the University has received national and international recognition. The academic leadership provided by Senate in these achievements is acknowledged and commended.

CHANGE IN TUITION FEES

Council approved an 8% increase in tuition and residence fees for 2017.

ACCESS TO FINANCIAL AID

A total of 33 560 funding awards worth R1 586 964 276 were made to students in 2017. This represents a 25.6% increase on the 2016 figure of R1 263 566 366.

Table 2: Summary of Student Funding and Awards Made in 2017

Category	Amount	Number of Awards
Bursaries	R507 536 248	12 625
Scholarships	R169 452 105	6 187
Loans	R909 975 923	14 748
Total	R1 586 964 276	33 560



Dr A S van Jaarsveld

Vice-Chancellor and Principal

REPORT OF THE INSTITUTIONAL FORUM

“The IF also had a special meeting to nominate candidates for the position of UKZN Chancellor. Chief Justice Mogoeng Mogoeng was subsequently elected by Council, based on nominations submitted.”



Professor HG Kruger
Chair: Institutional Forum

The Institutional Forum (IF) met several times in 2017 as prescribed by the UKZN Statute and the minutes of these meetings appear on the IF website (<https://www.ukzn.ac.za/about-ukzn/the-institutional-forum-of-ukzn/>)

A decision was taken to have gatherings at least once per year on a different campus and the first of these meetings was held on the Pietermaritzburg campus in September. The meeting was well attended with IF members asking a variety of questions which were answered in full.

The IF also had a special meeting to nominate candidates for the position of UKZN Chancellor. Chief Justice Mogoeng Mogoeng was subsequently elected by Council, based on nominations submitted.

Getting feedback from Council is still a problem as they have finally rejected our 2016 proposal to allow one member of the IF to represent us (without voting rights) on Council. The IF sent a delegation in June 2017 to speak to the Vice-Chancellor and Principal and Executive Director: Human Resources about several points. Feedback is required from management about equity stats, so that the IF can advise Council on this if required. Despite an undertaking to share with the IF the annual equity report to Council, this was not done.

In general, getting the required feedback from Council and Management, makes it very difficult for the Institutional Forum to function properly.

The IF Chair was involved in the selection of several people into senior positions during the course of 2017. This process will continue in 2018.

A handwritten signature in black ink, appearing to read 'HG Kruger'.

Professor HG Kruger
Chair: Institutional Forum

REPORT OF THE VICE-CHANCELLOR AND PRINCIPAL

“This Mission Statement commits UKZN to being one of the great universities of the world, contributing to the advancement of knowledge and scholarship in ways that enrich and transform societies in Africa and internationally.”

Dr A S van Jaarsveld
Vice-Chancellor and Principal

UKZN's Mission is to be “a truly South African University of Choice that is academically excellent, innovative in research, entrepreneurial, and critically engaged with society”.

This Mission Statement commits UKZN to being one of the great universities of the world, contributing to the advancement of knowledge and scholarship in ways that enrich and transform societies in Africa and internationally.

The University made significant progress in achieving these goals in the first-year of the new strategy – UKZN Strategic Plan (2017-2021).

GOALS AND OBJECTIVES FOR 2017 AND SELF-ASSESSMENT

The University's Strategic Plan 2017-2021 sets out four strategic goals that are assessed annually.

GOAL 1:

EXCELLENCE IN TEACHING AND LEARNING

The aim is to attract students who have the potential to be high-end achievers and develop them to their full potential to become globally aware professionals, leaders and citizens.

UKZN is committed to promoting excellence in teaching and learning through creative and innovative curriculum design and development, pedagogical strategies, and assessment practices in accordance with the highest quality management principles. Ongoing evaluation of teaching offerings and staff professional development ensure that the Institution maintains these standards.

In 2017, 51% of the University's teaching staff held a PhD qualification.

A total of 6 260 students completed undergraduate degrees in 2017 compared with 5 923 in 2016, while 4 886 were awarded postgraduate degrees in 2017 in comparison to 4 242 in 2016.

The number of PhD graduates increased from a total of 361 in 2016 to 388 in 2017.

The 2017 Graduate Opinion Survey revealed that 40% of our graduates obtained employment within six months of graduating, indicating that UKZN is also contributing to filling the scarce skills gap in South Africa.

In 2017, the University exceeded its target for the number of students receiving undergraduate degrees in Life and Physical Sciences as well as in Animal and Human Health.

GOAL 2:

EXCELLENT AND HIGH IMPACT IN RESEARCH, INNOVATION/ENTREPRENEURSHIP

The goal is to be a globally ranked, research intensive University, responding to major societal, economic and environmental challenges.

Citations of UKZN researchers increased per capita from 1.40 in 2016 to 1.46 in 2017, while total author units for publications in UKZN approved books and chapters in books rose from 1 760 to 2 004 during the same period. The number of highly rated researchers at the University increased from 60 in 2016 to 87, exceeding the Institution's target, and the percentage of journal articles in the Top 10% of most cited journals increased from 16.0% to 16.9%. Publication units per instruction/research staff increased from 2.7 in 2016 to 2.9 units per capita. UKZN also exceeded its target for the number of registered doctoral students to 3 164 against a target of 2 399.

GOAL 3:

HIGH IMPACT SOCIETAL AND STAKEHOLDER COMMUNITY ENGAGEMENT

The desired outcome is to achieve meaningful interactions for the mutual benefit of as many people as possible.

Community engagement is underpinned by scholarship and the promotion of tangible benefits for society. The wide range of community engagement activities across the University represents an impressive outreach portfolio. The value of external grants attracted by the University for societal impact work was R500 million in 2016 and R653,6 million in 2017, while the value of alumni contributions increased from R131 900 to R197 590.

GOAL 4:

TARGETED INTERNATIONALISATION

The target here is an international outlook that is integral to UKZN's aspiration to be a world-class African University.

The percentage of international co-authorships in the Department of Higher Education and Training (DHET)-accredited publications increased from 45% in 2016 to 49.4% in 2017, exceeding the target of 46%. UKZN also exceeded its target in terms of international postdoctoral research fellows with an increase from 256 to 288. The value of international grants secured for research and internationalisation was R173,4 million in 2016, increasing significantly in 2017 to R397,8 million.

The University is proud of its thriving multicultural environment - it was a study home to 2 641 international students from 82 countries in 2017. While most full-time students are from the SADC region and the rest of Africa, UKZN also attracts other students from China, India, Europe, and the United States, among other countries. The University's 66 active international partnerships with institutions in 16 countries provide opportunities for global academic exchanges, which enhance both scholarship and the overall student experience.

UKZN's major exchange student partners are: the University of Calgary, Canada; University of Tours, France; University of Oslo, Norway; Wilfrid Laurier University, Canada; and the University of Erlangen, Nuremberg, Germany.

EXECUTIVE PERFORMANCE

All Executive members are assessed on institutional performance, individual Key Performance Areas (KPA's) and complete a 360° leadership evaluation to determine performance. The University conducts Executive Performance Assessments for the previous year once all financials and performance information has been audited in July of the subsequent year.

EXECUTIVE APPOINTMENTS

Executive appointments in 2017 included Dr Roseline Laka-Mathebula on 10 January as Executive Director: Student Services; Professor Deresh Ramjugernath as Deputy Vice-Chancellor: Research from 1 March; Mrs Nontuthuko Mbhele as Chief Finance Officer, from 1 March; Professor Busisiwe Ncama as Deputy Vice-Chancellor and Head of the College of Health Sciences from 1 October; and Professor Nana Poku as Deputy Vice-Chancellor and Head of the College of Law and Management Studies from 1 December.

MANAGEMENT AND ADMINISTRATION ACHIEVEMENTS AND EFFICIENCIES

TEACHING AND LEARNING

The Quality Promotion and Assurance (QPA) Unit conducts reviews of schools, disciplines, programmes, functions and departments. Quality reviews are also conducted to support the Professional validation and accreditation of programmes. In 2017, the Unit produced a synthesis of the findings of reviews of five Schools in the College of Agriculture, Engineering and Science (CAES) conducted from 2014 to 2016. The report provides opportunities for the College to engage with the recommendations as well as share best practices and address common concerns.

The University has continued its concerted efforts to establish isiZulu as a language of research, teaching and learning in accordance with its Language Policy and Plan.

In order to facilitate bilingual tutorials (and ultimately bilingual lectures) to improve cognitive and epistemic access to complex

pedagogies, the University has created multidisciplinary scientific terminology in isiZulu following standard and statutory processes in the following disciplines: Architecture, Anatomy, Computer Science, Criminology, Environmental Science, Law, Physics, Psychology and Nursing.

UKZN is also committed to developing discipline specific terminology. The year under review saw the standardisation and completion of terminology in the disciplines of Social Work, Research and Law. A total of 1 512 terms were authenticated and standardised following stringent statutory processes. These terms were deposited in the isiZulu Term Bank (<https://ukzntermbank.ukzn.ac.za>), an open source facility for end users, and also added to a mobile application called: Zulu Lexicon. A total of 3 194 terms were developed for Psychology (509), Law (497), Criminology (487), Research (497), Computer Sciences (147), Social Work (521) and Information Technology (536).

Another milestone, was the growth of the isiZulu National Corpus to become the largest African language corpus at 31,7 million running words. With this resource, the isiZulu language can be studied all over the world in all its complexities. In July 2017, the University Language Planning and Development Office (ULPDO) embarked on the collection of a spoken corpus of isiZulu, which will add balance to the current corpus and increase its size.

In its efforts to achieve complementarity between teaching and research, the UKZN Teaching and Learning Office (UTLO) accelerated efforts to deepen the Scholarship of Teaching and Learning (SOTL), by providing a continuous loop of institutional and Professional development. It funded 12 teaching and learning competitive research projects and 10 teaching innovation and quality enhancement projects and hosted various forums to disseminate project outcomes, including 23 workshops, seminars, colloquiums and symposiums on a range of contemporary teaching and learning related issues. The 11th Annual UKZN Higher Education Conference attracted around 200 papers and five keynote addresses by national and international scholars, including 250 delegates from 15 countries. The UTLO also contributed to the generation of more than 30 peer-reviewed publications on teaching and learning and institutional research.

UKZN Technology Enhanced Learning, a collaboration between the UTLO and UKZN's Information Communication Services (ICS), was launched to provide a suite of technology rich teaching and learning solutions and innovative pedagogies, using eLearning, online learning, blended learning and a flipped classroom approach. The revitalised Westville campus recording studios have been equipped to Professional standards to design e-learning solutions, including lecture capture, digitisation, and dissemination and to Professionalise UKZN's T&L TV channel.



UKZN is a Higher Education Institution with one of the
highest enrolments of
students with disabilities
in South Africa

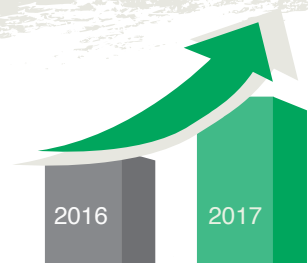


External grants for societal impact work **increased from R500 million in 2016 to R653.6 million in 2017**,
Value of alumni contributions increased from
R131 900 to R197 590

UKZN graduates obtained **employment** within
six months of graduating



The number of PhD graduates increased
from a total of **361** in 2016 to **388** in 2017



The value of international grants secured for
research and internationalisation was
R173.4 million in 2016, increasing significantly to R397.8 million in 2017

THIRD STREAM INCOME INITIATIVES

UKZN Extended Learning (UEL), the University's wholly owned continuing education subsidiary, contributes to the University's Strategic Plan through revenue generation and support for upskilling, personal development and job creation across many sectors.

During 2017, UEL continued to deliver value for clients who participated in a wide range of short courses. Support for access to University undergraduate studies through accredited programmes also continued, with the launch of a Foundation Physics programme to add to the existing Foundation Mathematics and Certificate programmes in Business and Public Administration.

UEL maintained its Level 1 Status and Broad-Based Black Economic Empowerment (BBBEE) accreditation in November 2017 after a rigorous audit and review process. Organisations can significantly improve their BBBEE standing through involvement with the programmes run by UEL.

UEL's Advisory Board of 15 members representing the public and private sectors met twice in 2017 to advise the company on its strategy and plans for sustainability and growth. Planned improvement in performance was not achieved, with sales revenue and Professoritability reduced to 2015 levels after the successful year experienced in 2016. However, new partnerships were launched and new clients engaged, which bodes well for the longer term sustainability of the organisation. Development and upgrade of technology-based online learning systems continued, with a positive return on investment planned for 2018.

Client organisations that engage with UEL include the National Lotteries Commission, Hulamini, Liberty Group, SAPPI, Transnet, Tongaat-Hulett, Umgeni Water, the Department of Cooperative Governance and Traditional Affairs (COGTA), Department of Health (North West and KwaZulu-Natal), the Department of Basic Education (Limpopo, Mpumalanga, KwaZulu-Natal and Northern Cape), and the Department of Arts and Culture.

RESEARCH

The University maintained its status as a research-intensive university, with the DHET Research Outputs reports consistently placing it among the Top Two higher Education Institutions in the country in terms of the number of outputs. UKZN was placed fourth nationally in terms of weighted outputs per capita.

The University's overall research output increased by 14% between 2016 and 2017, with the growth in books and book chapters reaching an impressive 414%.

The quality of research at UKZN and the standing of its researchers also improved significantly. UKZN is home to 15 of the approximately 200 prestigious South African Research Chairs awarded by the National Research Foundation (NRF). In 2017, the Institution had 341 NRF-rated researchers and scientists, nine of whom were regarded as world leaders in their field and recognised by the NRF with an A-rating. Eighty-seven of our researchers had an h-index of 20 or higher. About 17% of UKZN's academic outputs were papers that were ranked in the Top 10% of the most cited papers globally. The University has been one of the strongest South African institutions in terms of internationally co-authored research outputs reflecting a strong 50% international co-authorship.

UKZN participates in several global university rankings and is consistently placed among the Top Four Higher Education Institutions in South Africa and on the African continent. UKZN's position on most world rankings improved or remained steady in 2017.

For some of the world rankings systems, it is possible to have rankings by subject or discipline. This is generally determined using the following criteria: academic reputation, employer reputation, research citations per paper, and h-index. UKZN has performed extremely well nationally in some disciplines, eg: Physical Science and Engineering, and Life and Earth Sciences where UKZN was placed in the Top Two nationally, according to the (CWTS) Leiden Ranking.

The University continued to secure significant external funding from both statutory and non-statutory agencies and research institutions. About R600 million was received during 2017, with around R200 million from the main national research funding agency, the NRF. Approximately 360 NRF grants were awarded to researchers at the University.

As part of the new Strategic Plan (2017-2021), UKZN has established four Research Flagships designed to foster interdisciplinary, multidisciplinary and transdisciplinary research. The flagships will promote research that has socio-economic impact and relevance to society and University stakeholders at large. The four UKZN research flagships are:

- African Health - Saving Lives
- Social Cohesion - Addressing Inequality and Promoting Nation Building
- Big Data and Informatics - Computing Solutions
- African Cities of the Future - Most Liveable Cities

The long-term intention is to grow a critical mass of expertise in these Research Flagship areas at UKZN.

CHANGING PATTERNS IN THE PROVISION OF ACADEMIC COURSES

The School of Accounting, Economics and Finance received Professional accreditation from the Chartered Institute of Management Accountants and Financial Planning Institute for its existing and new programmes. Discussions are at an advanced stage to obtain the Association of Chartered Certified Accountants accreditation for its BCom Accounting programmes.

Externally approved, accredited and registered in 2017 were the Bachelor of Education in Intermediate Phase Teaching; Bachelor of Education in Foundation Phase Teaching; Bachelor of Education in Senior Phase and FET Teaching; and the Postgraduate Certificate in Education in the Senior Phase and the FET Teaching Postgraduate Certificate in Education in FET Teaching.

TRANSFORMATION

UKZN STUDENT PROFILE

UKZN students reflect a representative cross-section of our society. Seventy-five per cent of the University's 49 096 students (contact and distance) in 2017 were African with 57% being women.

Table 1: Percentage of African Student Enrolments (Contact and Distance)

	2004	2014	2015	2016	2017
Total Students	45 333	45 459	45 683	46 539	49 096
African	22 362	30 489	31 460	33 305	36 933
% African	49%	67%	69%	72%	75%

Table 2: Percentage of Black Student Enrolments (Contact and Distance)

	2004	2014	2015	2016	2017
Total Students	45 333	45 459	45 683	46 539	49 096
Black	38 373	42 882	43 282	44 463	47 310
% Black	85%	94%	95%	96%	96%

Table 3: Percentage of Female Contact Student Enrolments

	2004	2014	2015	2016	2017
Total Students	37 162	43 167	44 025	45 797	48 586
Female	20 067	24 713	25 134	26 026	27 556
% Female	54%	57%	57%	57%	57%

GRADUATION PROFILE

Table 4: Total Graduation Rate

	2004	2013	2014	2015	2016	2017
Total Students	42 056	42 743	44 348	44 368	45 658	49 096
Total Graduates	8 522	10 093	9 656	9 956	10 089	11 146
Graduation rate	20%	24%	22%	22%	22%	23%

Table 5: African Graduation Rate

	2004	2013	2014	2015	2016	2017
Total African Students	19 991	28 239	29 518	30 381	32 560	36 933
African Graduates	3 724	6 285	6 014	6 536	6 713	7 723
African Graduation rate	19%	22%	20%	22%	21%	21%

Table 6: Female Graduation Rate

	2004	2013	2014	2015	2016	2017
Total Female Students	22 657	24 708	25 629	25 475	25 930	27 974
Female Graduates	4 854	6 294	5 926	6 221	6 195	6 872
Female Graduation rate	21%	25%	23%	24%	24%	25%

Table 7: Male Graduation Rate

	2004	2013	2014	2015	2016	2017
Total Male Students	19 399	18 035	18 719	18 893	19 728	21 122
Male Graduates	3 668	3 799	3 730	3 735	3 894	4 274
Male Graduation rate	19%	21%	20%	20%	20%	20%

UKZN WORKFORCE

Table A shows that, while the University has made progress in terms of transforming its workforce at an Executive Management level (levels 1-3) overall, African employees still remain under-represented, especially at grades 4-6. The University is launching a number of initiatives to improve its profile in these areas.

Table A: Overall Workforce Profile as at 31 December 2017

Occupational Levels	African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
Grade 1 – 3	2	0	2	1	3	0	0	0	1	0	9
Grade 4 – 5	9	1	5	8	7	1	5	2	5	2	45
Grade 5 – 6	24	5	60	46	26	6	44	35	73	12	331
Grade 7 – 11	412	32	292	119	582	68	425	212	120	46	2 308
Grade 12 – 15	118	2	50	1	99	9	18	15	3	1	316
Grade 16 – 18	401	0	10	0	581	0	4	0	0	0	996
TOTAL PERMANENT	966	40	419	175	1 298	84	496	264	202	61	4 005
TEMPORARY EMPLOYEES	173	6	39	35	278	20	43	55	11	8	668
GRAND TOTAL	1 139	46	458	210	1 576	104	539	319	213	69	4 673
UKZN PROFILE %	24.37%	0.98%	9.80%	4.49%	33.73%	2.23%	11.53%	6.83%	4.56%	1.48%	100.00%
REGIONAL KZN EAP %	45.10%	0.80%	5.80%	2.70%	39.70%	0.60%	3.30%	1.80%			

Note: The above number of staff under TEMPORARY EMPLOYEES (668) includes:

- All fixed term contracts of less than one year as well as academic and support claim appointments.

As shown in Table B below, African academics remain underrepresented at the senior academic ranks of Professor (6.56%) and Associate Professor (15.97%). During 2017, the University approved strategic funds to attract Africans of South African origin Professors as from 2018.

Table B: Academic Workforce Profile as at 31 December 2017

Rank	African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
Professor	6	0	19	30	2	0	10	12	40	3	122
%	4.92	0.00	15.57	24.59	1.64	0.00	8.19	9.84	32.79	2.46	100.00
Associate Professor	11	1	20	19	12	2	20	14	35	10	144
%	7.64	0.70	13.89	13.19	8.33	1.39	13.89	9.72	24.31	6.94	100.00
Senior Lecturer	22	5	32	37	7	4	33	23	51	11	225
%	9.78	2.22	14.22	16.44	3.11	1.78	14.67	10.22	22.67	4.89	100.00
Lecturer	114	7	50	31	115	9	92	86	53	19	576
%	19.79	1.22	8.68	5.38	19.97	1.56	15.97	14.93	9.20	3.30	100.00
Developmental Lecturer	44	0	1	0	40	0	0	0	0	0	85
%	51.76	0.00	1.18	0.00	47.06	0.00	0.00	0.00	0.00	0.00	100.00
Senior Tutor/Tutor	4	0	4	4	4	1	10	5	6	0	38
%	10.53	0.00	10.53	10.53	10.53	2.63	26.31	13.15	15.79	0.00	100.00
Research Assistants	0	0	1	4	3	0	1	2	0	3	14
%	0.00	0.00	7.14	28.57	21.43	0.00	7.14	14.29	0.00	21.43	100.00
Total Permanent	201	13	127	125	183	16	166	142	185	46	1 204
%	16.69	1.08	10.55	10.38	15.20	1.33	13.79	11.79	15.37	3.82	100.00

Table C shows that in 2017 the University experienced 489 terminations which included resignations, non-renewal of contracts, dismissal (retrenchment), dismissal (misconduct), dismissal (incapacity) and retirement. Of these, 301 (61.5%) were African employees. UKZN continues to review its culture and climate and the REACH[†] values were expanded to include the value of Trust (REACH[†]). The University's on-going Sustainable Diversity and Inclusion Programme aims to create an inclusive and welcoming work environment for all.

Table C: Terminations

Occupational Levels	African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
(Grade 1 - 3)	1	0	0	0	0	2	1	0	1	0	5
(Grade 4 – 5)	0	0	0	0	2	0	0	1	0	0	3
(Grade 5 – 6)	1	0	0	1	3	0	2	1	4	1	13
(Grade 7 – 11)	26	1	9	10	35	4	19	13	3	2	122
(Grade 12 – 15)	10	1	1	0	13	2	1	1	0	0	29
(Grade 16 – 18)	10	0	0	0	8	0	1	0	0	0	19
TOTAL PERMANENT	48	2	10	11	61	8	24	16	8	3	191
TEMPORARY EMPLOYEES	72	1	8	28	120	3	20	35	4	7	298
GRAND TOTAL	120	3	18	39	181	11	44	51	12	10	489

UKZN's Integrated Talent Management (ITM) Policy aims to facilitate and promote the achievement of institutional objectives through identifying, attracting, nurturing, developing and retaining talent across the University. The ITM process integrates performance management, development and talent mapping/career pathing for employees as well as retention and engagement programmes. The process gained ground and the 2016 cycle was finalised during 2017.

The overall staff attraction statistics are reflected in Table D below:

Table D: Attraction Statistics by Gender and Race

Attraction 01 January, 2017 to 31 December, 2017											
Occupational Levels	African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
(Grade 1 - 3)	0	0	0	0	2	0	0	0	0	0	2
(Grade 4 - 5)	1	1	0	0	2	0	0	0	0	0	4
(Grade 5 - 6)	5	0	0	0	1	1	0	1	3	1	12
(Grade 7 - 11)	47	3	8	5	60	0	12	6	7	7	155
(Grade 12 - 15)	15	0	1	0	25	1	2	4	0	0	48
TOTAL PERMANENT	68	4	9	5	90	2	14	11	10	8	221
TEMPORARY EMPLOYEES	492	10	85	108	681	41	133	145	37	19	1 751
GRAND TOTAL	560	14	94	113	771	43	147	156	47	27	1 972

In line with the transformation imperatives of the country, the scarce and critical skills within UKZN and the DHET's imperatives, the University's attraction programmes have focused on transforming the workforce in the academic sector. Significant transformation gains were made by appointing more African males and females at lower academic levels (grades 7-11).

The Accelerated Academic Development Programme (AADP) promotes accelerated development and promotion of emerging academics. As at November 2017, there were 83 developmental lecturers or lecturers. Twenty were credentialed into full lecturer roles.

UKZN also participates in the DHET's New Generation of Academics Programme (NGAP). There were 12 NGAP lecturers in 2017 across the disciplines of Plant Pathology; Occupational Therapy; isiZulu Studies, Education; Physical Chemistry; Architecture; Nursing; Chemistry; Physics and Engineering.

The Women in Leadership Programme, *Imbokodo* focuses on capacity development of women in both academia and Professional services.

The Graduate Development Programme (GDP) and Talent Excellence and Equity Acceleration Scholarship (TEAEAS) and EDTPSETA Bursary were launched in 2014. Supported by the Council-approved Talent Excellence and Equity Acceleration Scholarship, the programme aims to identify potential talent at student and graduate level, to become future academics at UKZN. As at December 2017, 35 students had enrolled in the programme, nine of whom were funded by the EDTSETA. Three students from the programme were credentialed/ appointed into full lecturer positions.

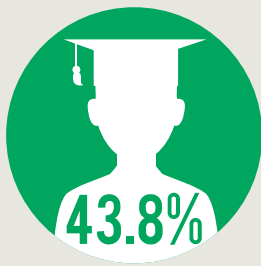
The University's HR Division continues to support the programme for emerging academics through the removal of barriers and identification of concrete support and development.

STUDENT SERVICES AND EXTRA-CURRICULAR ACTIVITIES

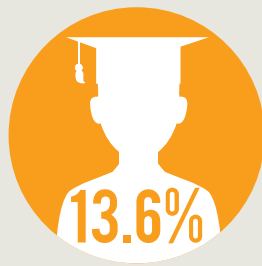
STUDENT ACCOMMODATION

In 2017, UKZN continued to experience a growing demand for student accommodation in an environment that offered inadequate and/or inappropriate accommodation, both on and off campus. This prompted the University to work in collaboration with other Institutions of Higher Learning in Durban, Pietermaritzburg and surrounding areas to reduce the competition for leased accommodation.

In the second semester of 2017, 16 886 students were registered in residences at UKZN. UKZN has already committed to building additional student accommodation on four campuses within a three-year cycle starting in 2017.

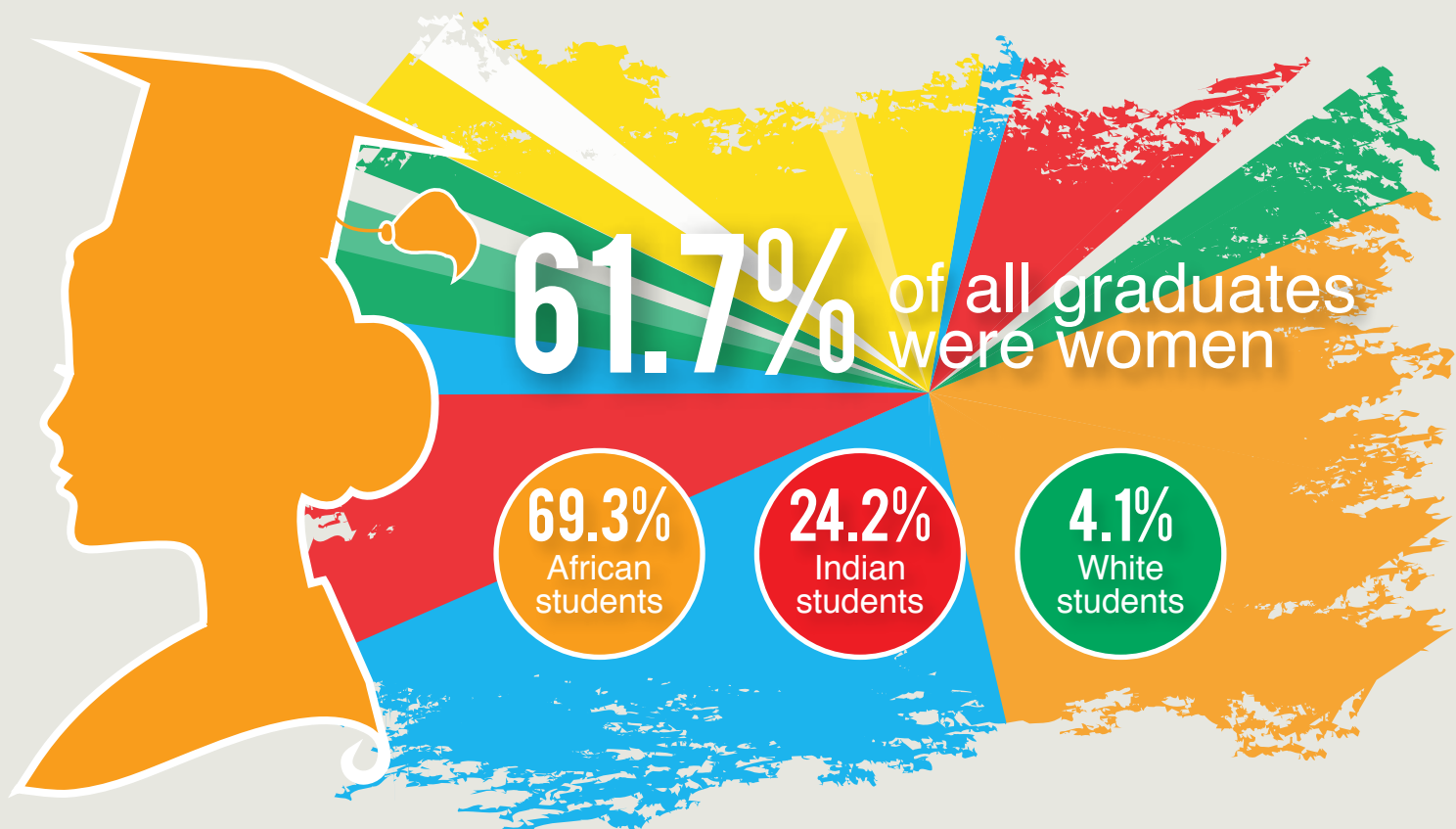


43.8% of graduands were postgraduates with
13.6% being master's and doctoral candidates



14.3%

of all graduates
were international
students



864

students who
entered the
University through an access
programme graduated with **475**
bachelor's degrees, and **389**
postgraduate qualifications



363

students received
degrees *cum laude* and

128

summa cum laude

The increase in National Student Financial Aid Scheme (NSFAS) financial packages contributed to the sharp increase in demand for student accommodation. The University's Department of Student Residence Affairs has adopted stringent guidelines and evaluation processes to ensure that landlords and leased buildings are compliant with the norms and standards for Student Housing in Public Universities.

On the residence life front, various programmes were conducted, including first-year orientation programmes in collaboration with student leadership, cultural events and leadership awards. Green Campus initiatives were launched on the Westville campus and at the Medical School.

A number of residence maintenance and renovation projects were also undertaken in 2017.

CAMPUS HEALTH CLINICS

The Campus Health Clinics' main areas of responsibility are to provide Primary Health Care (PHC) services to students, attend to all health needs on demand, provide emergency services and operate effective referral systems. The five clinics attended to a total of 31 761 students during the course of 2017. The contract with Netcare 911 Ambulance services continues for transporting students to hospitals and to attend to after-hours emergencies at residences.

Health promotion and preventive health care are promoted through awareness campaigns. In 2017 nine campaigns were conducted across UKZN's five campuses, focusing on health awareness, medical male circumcision, Women's Month, pregnancy awareness and HIV and AIDS, the last in collaboration with the HIV and AIDS Unit.

Student Health Services has also created a platform for research into student health issues utilising clinic statistics.

Together with the other universities in KwaZulu-Natal, UKZN's Student Health Services is engaging with the KwaZulu-Natal Department of Health to provide free medication to our student clinics. A MOA will be finalised in 2018.

DISABILITY SUPPORT UNIT

In 2017, the number of students with disabilities at UKZN increased to 739, making it a Higher Education Institution with one of the highest enrolments of students with disabilities in South Africa. Most (35%) are visually impaired, while students with physical disabilities make up 21%, and hearing impairments and learning disabilities account for 7% each. It is encouraging that more students are declaring their disability in order to receive support and assistance from the Disability Services Unit.

STUDENT GOVERNANCE AND LEADERSHIP DEVELOPMENT

Student Governance and Leadership Development oversees, co-ordinates, administers and supports the Central Student Representative Council (CSRC), the five local SRCs and the student clubs and societies across UKZN's five campuses. The Department hosted several events in 2017 aimed at developing student leaders. These included a strategic planning workshop, induction programme, and leadership programme and elections preparatory workshop for SRCs.

SRC elections were held successfully from 18 to 20 October 2017, across all five campuses, and with a record turnout of 14 614 voters.

In 2017, there were 229 recognised student societies at UKZN, organised in religious, political, social, business/entrepreneurial, arts and cultural clusters.

RELATIONSHIP WITH THE COMMUNITY

Responsible community engagement is a key strategic thrust of the University. The following were among its many outreach programmes during 2017:

- The Corporate Relations Division (CRD) hosted a variety of public lectures on topical current issues, including human rights lectures, Africa Day Conversations for Change with the Mandela Rhodes Community and the annual Strini Moodley and Albert Luthuli memorial lectures
- Team UKZN hosted a station at the Comrades Marathon for the sixth-year
- The University community did us proud with the variety of blankets produced in support of the 67 Blankets for Nelson Mandela Day. Outreach initiatives included Town and Gown, Open Days and Principal and Stakeholder Breakfasts
- CRD organised and co-ordinated the successful installation of UKZN Chancellor, Chief Justice Mogoeng Mogoeng in December 2017. The installation profiled the University positively in the media and amongst our key stakeholders
- The College of Agriculture, Engineering and Science promoted interest in Science, Technology, Engineering and Mathematics (STEM) through the Siyanqoba Maths Training Programme, which trains 100 learners for the SA Maths Olympiad. The Science and Technology Education Centre teamed up with Umjikelezo We-Science to offer a roadshow that promoted science to 2 100 rural high school students
- Leading scientists and academics in KwaZulu-Natal joined the March for Science in Durban

- Chemistry hosted teachers and 74 learners from Mawele High School, while the Human Settlements, Engineering and eThekweni Transport Authority, Trading Cluster, and the College of Agriculture, Engineering and Science hosted more than 4 000 learners for a STEM Careers Symposium
- World Oceans Day made headlines through the School of Life Sciences' celebration arranged by PhD candidate Ms Refilwe Mofokeng
- Students in Construction Studies showed their care and concern by visiting 60 children living in the Lakehaven Child and Youth Care Centre in Durban
- The Centre for Creative Arts hosted the Time of the Writer Festival, the Durban International Film Festival, the dance festival Jomba and Poetry Africa in 2017. These festivals attracted more than 50 000 local and international guests, including well-known literary and film artists
- During Mandela Month, College of Humanities staff refurbished the library at the St Martin's Diocesan Home for Children in Durban. Staff donated books, painted the library, catalogued books, cleaned the building and established a bright and colourful reading corner. They also contributed groceries
- In partnership with DHET, the School of Management, Information Technology and Governance hosted UKZN's first Student Entrepreneurship Week in 2017. This national initiative aims to raise awareness of entrepreneurship as a career. This initiative was championed by Entrepreneurship lecturer, Ms Lindiwe Kunene, who is the Deputy Chair for the Student Entrepreneurship Community of Practice with Entrepreneurship Development in Higher Education (EDHE). The four-day event saw various programmes run by the Colleges of Law and Management Studies and Agriculture, Engineering and Science and InQubate on the Westville, Howard College and Pietermaritzburg campuses
- School of Accounting, Economics and Finance academic, Dr Msizi Mkhize, continued to spread his love for Mathematics and Accounting in various high schools across the province. His activities included examination preparation workshops, Saturday classes and Teacher Development Workshops
- The Teaching and Learning Unit in the College of Law and Management Studies offered tutorials in Mathematics, Accounting and Physical Sciences to Grade 12 Learners at KwaNxusa High School, Eshowe. Funded by the Citi Foundation, this initiative aimed to prepare learners for their examinations and assist the school to improve its pass rate and thus ensure that learners meet UKZN's entrance requirements
- In partnership with the Albinism Society of KwaZulu-Natal and Gagasi FM, UKZN's Department of Dermatology participated in an outreach initiative to raise awareness of albinism and skin care
- Final-year Audiology students took to the streets of Clermont near Durban to commemorate World Hearing Day, raise awareness and promote ear and hearing care
- Fourth-year Occupational Therapy students conducted a C.A.R.E Project to improve the wellbeing of caregivers who work at Muthande Society for the Aged in the Clermont Community of KwaDabeka. The students also ran a project, "Girls on Fleek!" aimed at Grade 8 and Grade 9 female learners in Marianridge High School. The project focused on issues facing the youth, especially teenage pregnancy and substance abuse in the area
- UKZN's South African Medical Students Association held a march to raise awareness on gender-based violence and to promote gender equality and the empowerment of women. The event was supported by the Treatment Action Campaign, the Centre for the AIDS Programme of Research in South Africa, the South African Medical Association, eThekweni Municipality, She Conquers, the Higher Education and Training HIV and AIDS Programme and Africa Health Research Institute.

CONCLUSION

It is indeed a privilege to continue to work with the University Executive team and Council and to be a part of UKZN's commitment to shaping a better future by Inspiring Greatness within and beyond the University. I would like to take this opportunity to acknowledge the support and encouragement I continue to receive from the UKZN community, executive members, staff, students and Council as well as the broader stakeholder community in KwaZulu-Natal. The year 2017 was indeed an important watershed year for UKZN to ensure that we are strongly positioned to deliver on the strategic objectives outlined in the UKZN Strategy (2017-2021).



Dr A S van Jaarsveld

Vice-Chancellor and Principal

UMBIKO WESEKELASHANSELA NOMPHATHI

I-UKZN iphokophele ukuba “iNyuvesi yaseNingizimu Afrika yekhethelo ehamba phambili kwezokufunda, enocwaningo olukhiqiza ulwazi olusha, ezamabhizinisi, kanye nokuzibandakanya ngokesebenzisana nomphakathi”

Lesi sitatimende sokuphokophelwe senza i-UKZN ibe yenye yamaNyuvesi ahamba phambili emhlabeni jikelele, efaka nesandla ekuthuthukiseni ulwazi kanye nemifundaze ngezindlela ezinithisa futhi ziguqule imiphakathi kuZwekazi nasezizweni.

INyuvesi isibenenqubekela phambili ekufezeni lezi nhloso enyakeni wokuqala wesu elisha- Uhlelosu lwe-UKZN (2017-2021)

IZINHLOSO NEZINJONGO ZONYAKA WEZI-2017 KANYE NOKUZIHLOLA

Uhlelomasu lweNyuvesi yonyaka wezi-2017-2021 lubeka izinhlelonhloso ezine ezihlolwa njalo ngonyaka.

NHLOSO 1:

UBUNYONINCO KWEZOKUFUNDISA NOKUFUNDA

Inhloso ukuheha abafundi okungenzeka baphumelele futhi bakwazi ukubathuthukisa ukuze bafinyelele ezingeni lochwepheshe, abaholi kanye nezakhamizi ezaziyo ngokwenzeka emhlabeni jikelele.

I-UKZN izinikele ngokukhuthaza ubunyoninco kwezokufundisa nokufunda ngokusebenzisa nokuthuthukisa uhlelo lwezemfundo olusha, amasu okufundisa, kanye nezivivinyo ezilandela imigomo ehambelana nokuvivinya okuseqopheleni eliphezulu. Ukuhlolwa komsebenzi ofundisiwe kanye nokuthuthukiswa kwabasebenzi kuqinisekisa ukuba isikhungo sigcine la mazinga.

Ngonyaka wezi-2017, ama-51% wabasebenzi abafundisayo eNyuvesi babeneziqumbe ze-PhD.

Inani labafundi abayi-6 260 liqede iziqu zalo zokuqala ngonyaka wezi-2017 uma kuqhathaniswa nabayi-5 923 ngonyaka wezi-2016, abayi-4 886 bathweswa iziqu ze-postgraduate ngonyaka wezi-2017 uma kuqhathaniswa nabayi-4 242 ngonyaka wezi-2016.

Inani labaneziqumbe zobudokotela linyeke kusukela kuma-361 ngonyaka wezi-2016 kuya kuma-388 ngonyaka wezi-2017.

ucwaningo lwemibono labaneziqumbe lwangonyaka wezi-2017 lubonakalise ukuthi ama-40% wabasebenzi zalapha bathole umsebenzi zingakapheli izinyanga eziyisithupha bathola iziqu, okukhombisa ukuthi i-UKZN nayo ifake isandla ekugcwaliseni izikhala eziyingcosana eNingizimu Afrika.

Ngonyaka wezi-2017, iNyuvesi yawudlula umgomo wenani labafundi abathola iziqu zabo zokuqala Kuzifundo Ngokuphilayo Nefiziksi kanye Nempilo yeZilwane naBantu.

INHLOSO 2:

UKUHAMBA PHAMBILI KANYE NOMTHELELA OMKHULU KWEZOCWANINGO, UKUSUNGULA/ EZAMABHIZINISI

Inhloso ukuba iNyuvesi esezingeni lomhlaba, eyenza ucwaningo olubalulekile, oluxazulula izinselele ezinkulu zomphakathi, ezomnotho kanye nezemvelo.

Izicaphuno zabacwaningi base UKZN zinyuke ngo-1.40 ngonyaka wezi-2016 kuya ku 1.46 ngonyaka wezi-2017 umuntu emunye, inani lezinhlango zababhali bezincwadi e-UKZN ziphasise izincwadi kanye nezahluko ezisezincwadini ezisukela kweziyi-1 760 kuya kwezingama-2 004 ngesikhathi esisodwa. Inombolo yabacwaningi abahlonishwayo baseNyuvesi yanyuka kusukela kwezingama-60 ngonyaka wezi-2016 kuya kuma-87, idlula umgomo iNyuvesi eyayizibekela wona, kanti nephesenti lemibhalo ekumajeneli ayi-10% ahamba phambili kumajeneli acashunwe kakhulu linyukile kusukela ku-16.9% laya ku-19.9%. Inani lokushicilelwe abasebenzi bezocwaningo ngabanye sinyuke ku-2.7 ngonyaka wezi-2016 umuntu ngamunye. I-UKZN idlule umgomo ebizibekela wona wenani labafundi ababhalisele iziqu zobudokotela kuzi-3 164 uma kuqhathaniswa nomgomo wezi-2 399.

INHLOSO 3:

UMTHELELA OMKHULU EMPHAKATHINI KANYE NOKUZIBANDAKANYA NOMPHAKATHI

Umpfumela ofiswayo ukuba nezingxoxo ezinenjongo ukuze abantu abanini kubekhona abakuzuzayo.

Ukuzibandakanya nomphakathi kesekwa imifundaze kanye nokukhuthaza ukuba umphakathi uzuze okuphathekayo. Imisebenzi emikhulu yokuzibandakanya nomphakathi eyenzeka eNyuvesi yonkana kubonisa umsebenzi oncomekayo owenziwa yilaba abasiza umphakathi. Inani lezibonelelo ezivela ngaphandle zihlelwa umthelela weNyuvesi kumsebenzi womphakathi yaba izigidi ezingama-R500 ngonyaka wezi-2016 kanye nezigidi ezingama-R653.6 ngonyaka wezi-2017, inani leminikele yomphakathi wabaneziqo lanyuka kusukela kuzi-R131 900 kuya kuzi-R197 590.

INHLOSO 4:

UKUBA YISIKHUNGO ESIZENGENI LOMHLABA

Kuhlosiwe ukwakha isithombe samazwe ngamazwe esizohambelana nezifiso ze-UKZN zokuba iNyuvesi ehamba phambile kuzwekazi lase Afrika.

Iphesenti lababhala ngokubambisana emazweni angaphandle kuMnyango Wemfundo Ephakeme Nezokuqeqeshwa (i-DHET) izincwadi ezigunyaziwe zinyukile kusuka kuma-45% ngonyaka wezi-2016 kuya kuma-49.4% ngonyaka wezi-2017, idlula umgomo wama-46%. I-UKZN iphinde yadlula abebezinqumele kona ngokwemigomo yocwaningo labaneziqo zobudokotela emazweni angaphandle ngokunyuka kusukela kuma-256 kuya kuma-288. Inani lezibonelelo eziphuma ngaphandle ezibekelwe ucwaningo kanye nezangaphandle beliyizigidi eziyi-R173.4 ngonyaka wezi-2016, yanyuka ngamandla ngonyaka wezi-2017 laya kuzigidi eziyi-R397.8.

Inyuvesi iyaziqhenya ngokuba indawo ehlonipha amasiko ahlukahlukene- ibe yikhaya lokufundela kubafundi basemazweni angaphandle abangama-2 641 abaphuma emazweni angama-82 ngonyaka wezi-2017. Nakuba abafundi abanengi bephuma kusifunda i-SADC kanye nakwamanye amazwe ase Afrika, i-UKZN iphinde ihehe nabanye abafundi abavela e-China, e-India, e-Europe, kanye nase-United States, uma kubalwa amazwe. Ubudlelwano bama-66 obusebenzayo phakathi kweNyuvesi kanye nezikhungo zasemazweni angaphandle ayi-16 bunikeza amathuba okushintshana ngolwazi emhlabeni jikelele, okuyinto ethuthukisa imifundaze kanye nolwazi labafundi.

Abahlanganyeli abakhulu ababambisene ne-UKZN; iNyuvesi yase-Calgary, e-Canada; iNyuvesi yase-Tours, e-France, iNyuvesi yase-Oslo, e-Norway; iNyuvesi i-Wilfrid Laurier, e-Canada, kanye neNyuvesi yase Erlangen Nuremberg, e-Germany.

UMSEBENZI WEZOKULAWULA

Wonke amalunga alawulayo ayahlolwa ngokomsebenzi wesikhungo, ama-Key Performance Areas (KPA) awomsebenzi ngamunye kanye nokuhlolwa kobuholi ngokwenza i-360° ukubona ukuba ukulungele na ukusebenza. INyuvesi Ihlola Umsebenzi Wabalawulayo wangonyaka owedlule uma sekuhloliwe ukusebenza kwezimali kanye nolwazi ngomsebenzi ngoNtulikazi (July) wonyaka olandelayo.

UKUQASHWA KWABALAWULAYO

Ukuqashwa kwabalawulayo ngonyaka wezi-2017 kwafaka uDkt Roseline Laka-Mathebula ziyi-10 kuMasingane (January) njengoMqondisi Olawulayo: Wezabafundi; uSolwazi Deresh Ramjugernath njengePhini LeSekelashansela: KwezoCwaningo kusukela zi-1 kuNdasa (March); uNkk Nontuthuko Mbhele njengoMphathizimali Omkhulu, kusukela zi-1 kuNdasa; uSolwazi Busisiwe Ncama njengePhini LeSekelashansela EliyiNhlolo Yekolishi Lezifundo Zezempilo kusukela zi-1 kuMfumfu (October); kanye noSolwazi Nana Poku njengePhini LeSekelashansela EliyiNhlolo Yekolishi Lezifundo ZoMthetho NezokuPhatha.

IMPUMELELO YABAPHATHI NOKUPHATHA KANYE NAMAKHONO

UKUFUNDISA NOKUFUNDA

Uphiko lwe-Quality Promotion and Assurance (i-QPA) luhlola izikolo, izifundo, izinhlelo, imisebenzi kanye nemnyano. Ukuhlolwa kwezingabunjalo kuphinde kwenziwele ukweseka ukuqinisekiswa kobuchwepheshe kanye nokugunyazwa kwezinhlelo. Ngonyaka wezi-2017, Uphiko lwakhipha imiphumela efaka okuningi okwatholakala kuhlolwa izikolo ezinhlanu eKolishi Yesayensi yeZolimo, eZomhlaba neMvelo (i-CAES) eyenziwa ngonyaka wezi-2014 kuya kunyaka wezi-2016. Umbiko unikeza iKolishi ithuba lokuba lifunde izincomo liphinde lisizane ngezenzo ezinhle kahle bese lixazulula nezinkinga ezijwayelekile.

iNyuvesi iyaqhubeka nemizamo yokuthuthukisa isiZulu njengolimi locwaningo, elokufundisa kanye nokufunda ngokuhambisana nequbomgomo nohlelo lolimi.

Ukuze kulekelelwe izifundokubuyekizwa ezilimi mbili (ekugcineni kufundiswe ngezilimi ezimbili) ukuze kuthuthukiswe ukuqonda kanye nolwazi lwezifundo ezinzima, iNyuvesi yakhe uhlu lwamatemu ezifundo ezahlukahlukeni esiZulu alandela imigomo ebekiwe esemthethweni kulezi zifundo ezilandelayo: Isifundo Sezemdwebwezakhiwo, Isayensi Yezobugebengu, Isayensi yeZemvelo, eZomthetho, Ifiziksi, Isifundonqondo kanye nezobuhlanganisi.

I-UKZN izinikele ukuthuthukisa amatemu ezifundo ezithile. Ngonyaka wokubuyekiza kwagunyazwa kwaqedwa amatemu ezifundo Ezenhlalakahle, Ezocwaningo kanye Nezomthetho. Inani lamatemu ayizi-1 512 agunyazwa ngokusemthethweni kulandelwa izinqubo ezisemthethweni ezimile. La matemu afakwa ohlelweni kusiZulu Term Bank (<https://ukzntermbank.ukzn.ac.za>), okuwumthombo okutholakala kuwo amatemu, aphinde afakwa nakuzinhlelo zeselula ebizwa nge: Zulu Lexicon. Inani lamatemu ayizi-3 194 asungulwa awalokhu Isifundongqondo (512), eZomthetho (497), eZobugebengu (487), Ucwaningo (497), Isayensi yekhompiyutha (147), Ezenhlalakahle (521) kanye Nobuchwepheshe Bolwazi (536).

Okunye okuyinqophamlando kwaba ukukhula kwe-Sizulu National Corpus ibe ikhophasi enkulu kunawo wonke kuzwekazi lase Afrika ngezigidigidi ezingama-31.7 zamagama. Ngale nsizakusebenza, ulimi lwesizulu lungafundwa emhlabeni jikelele. Ngonyaka wezi-2017 kuNtulikazi, Ihhovisi LeNyuvesi Lokuhlela Nokuthuthukiswa Kolimi (ULPDO) luqale ukuqoqa wonke amagama abhalwe ngesiZulu akhulunywayo, azofakwa kukhophasi ekhona bese iyanyuka ngesibalo.

Emizamweni yabo yokugcwalisana phakathi kokufundisa kanye nocwaningo, Ihhovisi Lezokufundisa noKufunda e-UKZN liphuthumise imizamo yokwandisa Umfundaze Wokufundisa noKufunda (SOTL), ngokuqhubeka ithuthukise isikhungo nobuchwepheshe. Isixhase amaphrojekthi ocwaningo lokufundisa nokufunda ayi-12 kanye namaphrojekthi ayi-10 okufundisa asunguliwe kanye nawokuthuthukisa izingabunjalo yaphinde yabanenkundla yokusabalalisa imiphumela yephrijekthi, efaka imihlangani, izingxoxo, izingqungquthela kanye nezinkomfa ezisezingeni zokufundisa nokufunda okuphathelele nezinkinga zesimanje. Inqungquthela ye-11th Yezemfundo Ephakeme e-UKZN isihhe ukulinganisela amaphepha angama-200 kanye nezinkulumbo zosuku ezinhlanu ezenziwa izifundiswa zakuzwelonke kanye nezasemazweni angaphandle, kufaka phakathi izithunywa ezingama-250 eziphuma emazweni ayi-15. I-ULTO iphinde yanikela kusizukulwane esingaphezu kwama-30 ezincwadi ezihloliwe zokufundisa nokufunda kanye nocwaningo lesikhungo.

I-UKZN Technology Enhanced Learning, okuyi-UTLO ibambisene neZokwazisa Nokuxhumana (ICS) yase-UKZN, yasungulwa ukuze kusetshenziswe ubuchwepheshe ukufundisa nokufunda, kanye

nokusungula izindlela ezintsha zokufunda ngokusebenzisa ugesi, ukufunda nge-inthanethi, ukufunda okuyingxube kanye nendlela yokufundela ekilasini. Indawo yokuqopha evuselelwe ekhempasini i-Westville inyuswe ezingeni lobuchwepheshe ukuze kwakhiwe izixazululo zokufunda ngogesi, okufaka ukuqopha izifundo, i-digitisation, nokusatshalaliswa kanye nokwenza isiteshi i-T&L TV yase UKZN ibe sezingeni lobuchwepheshe.

INDLELA YESITHATHU YOKUFAKA IMALI

I-UKZN Extended Learning (UEL), ephethwe iNyuvesi ngokugcwele eqhubeka nokufundisa, ineqhaza kuHlelomasu eNyuvesi ngokukhiqiza imali kanye nokuseka ukuthuthukiswa kwamakhono, ukuthuthukiswa kwabasebenzi kanye nokudala imisebenzi emikhakheni ehlukeni.

Ngonyaka wezi-2017, i-UEL yaqhubeka nokunikeza amakhasimende ayefunda izifundo ezimfushane okuwafanele. Kwaqhubeka nokusekela ukungena kuzifundo zaseNyuvesi zabangakabi neziqungquthela ezigunyaziwe, ngokwethulwa kohlelo lwe-Foundation Physics ukwengenza kuzinhlelo esezikhona ze-Foundation Mathematics kanye Nesitifiketi Kwezamabhizinisi Nokulawula Ezomphakathi.

I-UEL igcine isikhundla sayo kuzinga 1 kanye ne-Broad-Based Black Economic Empowerment (BBBEE) igunyaziwe kuLwezi (November) ngonyaka wezi-2017 ngemuva kwenqubo yokuhlolwa nokubuyekizwa enzima. Izinhlangano zingathuthukisa i-BBBEE yazo ngokuzibandakanya nezinhlelo eziqhutshwa i-UEL.

Ibhodi Elilulekayo le-UEL elinamalungu ayi-15 amele imikhakha yomphakathi kanye nezimele zihlangene kabili ngonyaka wezi-2017 ukululeka inkampani kumasu kanye nezinhlelo zayo zokusimama nokukhula. Intuthuko eyayihleliwe kwezokusebenza ayifezekanga, imali yokuthengisa kanye ne-Professoritability yehliswa kumazinga angonyaka wezi-2015 emva konyaka wezi-2016 owaba impumelelo. Kodwa ke, kwethulwa abasebenzisana nabo abasha kwaxoxiswana namakhasimende amasha, okuhle kakhulu ukuze inhlangano isimame isikhathi eside. Kuyaqhubeka ukuthuthukisa izinhlelo zezobuchwepheshe ezisekwe ukufunda nge-inthanethi, okulindlele ukuba kube nenzuzo kutshalozimali oluhlelwe unyaka wezi-2018.

Izinhlangano zamakhasimende ezixoxisana ne-UEL zifaka i-National Lotteries Commission, i-Hulamin Liberty Group, i-SAPPI, i-Transnet, i-Tonga-Hulett, Umgeni Water, uMnyango Wezokubusa Ngokubambisana Nezindaba Zomdabu (COGTA), uMnyango Wezempilo (North West kanye naKwaZulu-Natal), uMnyango Wezemfundo Eyisisekelo (eLimpopo, eMpumalanga, KwaZulu-Natal kanye nase-Northern Cape), kanye noMnyango Wezobuciko Namasiko.

UCWANINGO

INyuvesi iyigcinile indawo yayo njenge Nyuvesi eseqopheleni eliphezulu kwezocwaningo, Imibiko Yemiphumelo Yocwaningo lwe-DHET ihlale iyibeka phakathi kweZikhungo Zemfundo Ephakame ezimbili ezweni ngokwenani lemiphumela. I-UKZN yabekwa endaweni yesine kuzwelonke uma kulinganiswa imiphumela yomuntu ngamunye.

Imiphumela yocwaningo lweNyuvesi isiyonke inyuke nge-14% phakathi konyaka wezi-2016 nonyaka wezi-2017, nokwanda kwezincwadi kanye nezahluke zezincwadi kufinyelela kuma-416% okuyinto encomekayo.

Izingabunjalo locwaningo e-UKZN kanye nabacwaningi bakhona nabo bathuthuke kakhulu. I-UKZN iyikhaya labayi-15 kwabalinganiselwe kuma-200 abangoSihlalo boCwaningo abahlonishwayo eNingizimu Afrika abaklonyeliswe i-National Research Foundation (NRF). Ngonyaka wezi-2017, isikhungo sasinama-341 labacwaningi kanye nososayensi abalinganiselwe i-NRF, abayisishagalolunye bathathwe njengabaholi bomhlaba emikhakheni yabo i-NRF yabanikeza isilinganiso-A. Abacwaningi bethu abangamashumi ayisishagalombili nesikhombisa babe ne h-index yama-20 okanye ngaphezulu. Icisho ilinganiselwe ku-17% imiphumela yezemfundo yase-UKZN eyimibhalo ebalwa ezingeni eliphezulu lemibhalo eyi-10% ecashunwe kakhulu emhlabeni jikelele.

I-UKZN ibamba iqhaza kuzilinganiso zamaNyuvesi omhlaba futhi ihlale ibekwa phakathi kwamane ahamba phambili kuzikhungo zemfundo ephakeme eNingizimu Afrika nakuZwekazi lase Afrika. Isikhundla se-UKZN kuzilinganiso zomhlaba sathuthuka okanye sazinza ngonyaka wezi-2017.

Ezinye izinhlelo zezilinganiso zomhlaba, kuyenzeka ukulinganisa ngesihloko noma ngesifundo. Lokhu kwenzeka ngokusebenzisa lendlalela yokusebenza: udumo kwezemfundo, udumo lomqashi, izicaphuno zocwaningo umbhalo ngamunye, kanye ne h-index. I-UKZN esebenze kahle kakhulu kuzwelonke kwezinye zezifundo, isibonelo: Isayensi Yefiziksi Nezobunjiniyela, Isayensi Yezempilo noMhlaba lapho i-UKZN yabekwa ezingeni eliphezulu lesibili kuzwelonke, ngokusho (CWTS) kwesilinganiso seLeiden.

INyuvesi yaqhubeka nokuthola imifundaze yangaphandle kuzinhlangano ezibhaliswe ngokusemthethweni nezingabhalisiwe kanye nezikhungo zocwaningo. Kucishe kulinganiselwe kuma-R600 ezigidi ezatholwa ngonyaka wezi-2017, nama-R200 ezigidi eziphuma kwinhlangano yoxhaso locwaningo kuzwelonke, i-NRF. Zilinganiselwe kuma-360 izibonelelo ezanikezwa abacwaningi eNyuvesi.

Njengengxenywe entsha yoHlelomasu (2017-2021), i-UKZN isisungule izinhlelo ezine zocwaningo ezakhelwe ukukhuthaza izindlela zocwaningo lwezifundo ezimbili, lwezifundo ezintathu kanye nolezifundo eziningi. Le zinhlelo zizokhuthaza ucwaningo olunomthelela kumnotho wezomphakathi nokuhambisana nomphakathi nabasebenzisana neNyuvesi. Le zinhlelo zocwaningo ezine zase UKZN yilezi:

- African Health - Saving Lives
- Social Cohesion - Addressing Inequality and Promoting Nation Building
- Big Data and Informatics - Computing Solutions
- African Cities of the Future - Most Liveable Cities

Okuhlosiwe esikhathini eside ukuthuthukisa ubuchwepheshe kuzinhlelo zocwaningo e-UKZN.

UKUSHINTSHWA KWEZINHLELO ZEZOKUFUNDA

Isikolo Sokuhlelwa kwamabhuku Ezimali, Ezomnotho neZezimali sithole igunya elisemthethweni ku-Chartered Institute of Management Accountants and Financial Planning Institute ngezinhlelo zabo ezikhona kanye nezintsha. Izingxoxo sezikusigaba esiphambili kakhulu sokuthola i-Association of Chartered Certified Accountants egunyaziwe yezinhlelo zeziqu zokuhlelwa kwamabhuku ezimali (BCom Accounting).

Okuvunyiwe ngaphandle, kwagunyazwa futhi kwabhaliswa ngonyaka wezi-2017 kwaba Iziqu Zezemfundo ku-Intermediate Phase Teaching, Iziqu Zezemfundo ku-Foundation Phase Teaching; Iziqu Zezemfundo ku-Senior Phase ne-FET Teaching; kanye neSitifiketi Sabaneziqu Kwezemfundo ku-Senior Phase nasebeneziqu Kwezemfundo ze-FET Teaching.

UGUQUKO

UMLANDO NGABAFUNDI BASE-UKZN

Abafundi base-UKZN bakhombisa izingxenywe ezihlukene zomphakathi wethu. Abafundi abangamaphesenti angamashumi ayisikhombisa nanhlanu kwabayizi-49 096 (abafunda ekhempasini ngeposi) ngonyaka wezi-2017 bebengama-Afrika, futhi abangama-57% bekungabesifazane.

UMLANDO NGABAFUNDI

Tebhula 1: Amaphesenti Abafundi Abangama-Afrika Ababhalisiwe (abafunda ekhempasini ngeposi)

	2004	2014	2015	2016	2017
Isibalo sabafundi bonke	45 333	45 459	45 683	46 539	49 096
Ama-African	22 362	30 489	31 460	33 305	36 933
% labanga-Afrika	49%	67%	69%	72%	75%

Tebhula 2: Amaphesenti Abafundi Abamnyama Ababhalisiwe (abafunda ekhempasini nangeposi)

	2004	2014	2015	2016	2017
Isibalo sabafundi bonke	45 333	45 459	45 683	46 539	49 096
Abamnyama	38 373	42 882	43 282	44 463	47 310
% abamnyama	85%	94%	95%	96%	96%

Tebhula 3: Amaphesenti Abafundi Besifazane Ababhalisiwe

	2004	2014	2015	2016	2017
Abafundi bonke ababhalisiwe	37 162	43 167	44 025	45 797	48 586
Abesifazane	20 067	24 713	25 134	26 026	27 556
% abesifazane	54%	57%	57%	57%	57%

UMLANDO WEZOKWETHWESWA KWEZIKU

Tebhula 4: Isilinganisozinga Sabo Bonke Abathweswa Iziqu

	2004	2013	2014	2015	2016	2017
Abafundi bonke Ababhalisiwe	42 056	42 743	44 348	44 368	45 658	49 096
Isibalo Sabo Bonke Abaneziqu	8 522	10 093	9 656	9 956	10 089	11 146
Isilinganisozingo Sokwethweswa kweziqu	20%	24%	22%	22%	22%	23%

Tebhula 5: Isilinganisozinga Sama-Afrika Athweswe Iziqu

	2004	2013	2014	2015	2016	2017
Isibalo Sabafundi bonke Abanga-Afrika	19 991	28 239	29 518	30 381	32 560	36 933
Abaneziqu Abangama-Afrika	3 724	6 285	6 014	6 536	6 713	7 723
Isilinganisozinga Sokuthweswa Iziqu Kwabangama-Afrika	19%	22%	20%	22%	21%	21%

Tebhula 6: Isilinganisozinga Sabesifazane Abathweswe Iziqu

	2004	2013	2014	2015	2016	2017
Isibalo sabo bonke abafundi besifazane	22 657	24 708	25 629	25 475	25 930	27 974
Abesifazane abaneziqu	4 854	6 294	5 926	6 221	6 195	6 872
Isilinganisozinga sabesifazane abathweswe iziqu	21%	25%	23%	24%	24%	25%

Tebhula 7: Isilinganisozinga Sokuthweswa Kweziqu Kwabesilisa

	2004	2013	2014	2015	2016	2017
Isibalo sabo bonke abafundi besilisa	19 399	18 035	18 719	18 893	19 728	21 122
Abesilisa abaneziqu	3 668	3 799	3 730	3 735	3 894	4 274
Isilinganisozinga sabesilisa abathweswe iziqu	19%	21%	20%	20%	20%	20%

ABASEBENZI BASE-UKZN

Itebhula A likhombisa ukuthi yize iNyuvesi ibe nenqubekelaphambili kwezogquko emazingeni abasebenzi bayo abangabaphathi abakhulu (amazinga 1-3), abasebenzi abangama-Afrika basashoda ikakhulukazi emazingeni 4-6. Inyuvesi seyethule imikhankaso eminingi yokwenza ngcono kulezi zigaba.

Tebhula A: Imininingwane Ngabasebenzi kusukela ngomhla wama- 31 Zibandlela (December) 2017

Amazinga Ezikhundla	Abesilisa Bama-Afrika	Abesilisa Bamakhaladi	Abesilisa BamaNdiya	Abesilisa Abamhlophe	Abesifazane Bama-Afrika	Abesifazane Bamakhaladi	Abesifazane BamaNdiya	Abesifazane Abamhlophe	Abesilisa Bokufika	Abesifazane Bokufika	Total
Isigaba 1 – 3	2	0	2	1	3	0	0	0	1	0	9
Isigaba 4 – 5	9	1	5	8	7	1	5	2	5	2	45
Isigaba 5 – 6	24	5	60	46	26	6	44	35	73	12	331
Isigaba 7 – 11	412	32	292	119	582	68	425	212	120	46	2 308
Isigaba 12 – 15	118	2	50	1	99	9	18	15	3	1	316
Isigaba 16 – 18	401	0	10	0	581	0	4	0	0	0	996
ITHOTHALI YABAQASHWE NGOKUHGCWELE	966	40	419	175	1298	84	496	264	202	61	4 005
ABASEBENZI BESIKHASHANA	173	6	39	35	278	20	43	55	11	8	668
ITHOTHALI EHLANGANISILE	1 139	46	458	210	1 576	104	539	319	213	69	4 673
IMINININGWANE NGE-UKZN %	24.37%	0.98%	9.80%	4.49%	33.73%	2.23%	11.53%	6.83%	4.56%	1.48%	100.00%
I-EAP YESIZIFUNDA ZASE-KZN%	45.10%	0.80%	5.80%	2.70%	39.70%	0.60%	3.30%	1.80%			

Qaphela: Lesi sibalo sabasebenzi besikhashana (668) sihlanganisa:

- Bonke abanezinkontileka ezigcwele zesikhathi esingaphansi konyaka owodwa kanye nabaqashwe ngaphansi kwezibonelelo zezokufunda nezokweseka.

Njengoba kuvezwe lapha ngezansi kuTebhula B, izifundiswa ezingama-Afrika zisasemuva ngokumeleleka emazingeni aphezulu ezokufundisa koSolwazi (6.56%) kanye noSolwazi Abasaqeqeshwa (15.97%). Ngonyaka wezi-2017, iNyuvesi igunyaze izibonelelo zezimali ukuze kusukela ngonyaka wezi-2018 kuhehwe oSolwazi abamnyama abangabokuzalwa eNingizimu Afrika.

Tebhula B: Imininingwane Ngabasebenzi Bezokufunda kusukela ngomhla wama-31 Zibandlela (December) 2017

Izinga	Abesilisa Bama-Afrika	Abesilisa Bamakhaladi	Abesilisa BamaNdiya	Abesilisa Abamhlophe	Abesifazane Bama-Afrika	Abesifazane Bamakhaladi	Abesifazane BamaNdiya	Abesifazane Abamhlophe	Abesilisa Bokufika	Abesifazane Bokufika	Ithothali
Solwazi	6	0	19	30	2	0	10	12	40	3	122
%	4.92	0.00	15.57	24.59	1.64	0.00	8.19	9.84	32.79	2.46	100.00
USolwazi Osaqeqeshwa	11	1	20	19	12	2	20	14	35	10	144
%	7.64	0.70	13.89	13.19	8.33	1.39	13.89	9.72	24.31	6.94	100.00
Uthisha Osemnkantshubomvu	22	5	32	37	7	4	33	23	51	11	225
%	9.78	2.22	14.22	16.44	3.11	1.78	14.67	10.22	22.67	4.89	100.00
Uthisha	114	7	50	31	115	9	92	86	53	19	576
%	19.79	1.22	8.68	5.38	19.97	1.56	15.97	14.93	9.20	3.30	100.00
Uthisha Osaqeqeshwa	44	0	1	0	40	0	0	0	0	0	85
%	51.76	0.00	1.18	0.00	47.06	0.00	0.00	0.00	0.00	0.00	100.00
Umsizi kathisha Omkhulu/umsizikathisha	4	0	4	4	4	1	10	5	6	0	38
%	10.53	0.00	10.53	10.53	10.53	2.63	26.31	13.15	15.79	0.00	100.00
Abalekelela Ocwaningweni	0	0	1	4	3	0	1	2	0	3	14
%	0.00	0.00	7.14	28.57	21.43	0.00	7.14	14.29	0.00	21.43	100.00
Ithothali Yabaqashwe Ngokugcwele	201	13	127	125	183	16	166	142	185	46	1204
%	16.69	1.08	10.55	10.38	15.20	1.33	13.79	11.79	15.37	3.82	100.00

Tebhula C ukhombisa ukuthi ngonyaka wezi-2017 iNyuvesi ibe nemisebenzi engama-489 ephelile okuhlanganise abasulile, abangavuselelwanga izinkontileka, ukuphela komsebenzi (umhlalaphansi), ukuphela komsebenzi (ukungaziphathi ngendlela), ukuphela komsebenzi (ukuhluleka ukwenza umsebenzi) kanye nomhlalaphansi. Kulaba, 301 (61.5%) bekungama-Afrika. I-UKZN iyaqhubeka nokubuyekeza isiko layo nesimo ngakho yethule izimisompilo se-REACHT ezanezezelwa ngokufakwa kuka T omele ukwethembeka. Uhlelo lweNyuvesi lobuNgxube Obunokusebenzisana luhlose ukwakha indawo yokusebenzela enokwamukela futhi engekawonkewonke.

Tebhula C: Ukuphela Komsebenzi

Amazinga Ezikhundla	Abesilisa Bama-Afrika	Abesilisa Bamakhaladi	Abesilisa BamaNdiya	Abesilisa Abamhlophe	Abesifazane Bama-Afrika	Abesifazane Bamakhaladi	Abesifazane BamaNdiya	Abesifazane Abamhlophe	Abesilisa Bokufika	Abesifazane Bokufika	
(Izinga 1 – 3)	1	0	0	0	0	2	1	0	1	0	5
(Izinga 4 – 5)	0	0	0	0	2	0	0	1	0	0	3
(Izinga 5 – 6)	1	0	0	1	3	0	2	1	4	1	13
(Izinga 7 – 11)	26	1	9	10	35	4	19	13	3	2	122
(Izinga 12 – 15)	10	1	1	0	13	2	1	1	0	0	29
(Izinga 16 – 18)	10	0	0	0	8	0	1	0	0	0	19
ITHOTHALI YABAQASHWE NGOKUGCWELE	48	2	10	11	61	8	24	16	8	3	191
Abaqashwe Okwesikhashana	72	1	8	28	120	3	20	35	4	7	298
ITHOTHALI EHLANGANISILE	120	3	18	39	181	11	44	51	12	10	489

Inqubomgomo yase-UKZN i-Integrated Talent Management (ITM) Policy ihlose ukuhlela nokugqogqezela ukufezwa kwezinhloso zesikhungo ngokuhlonza, ukukhulisa, ukuthuthukisa nokugcina ithalente elikhona eNyuvesi yonke. Uhlelo lwe-ITM oluhlunganisa ukuphathwa kokusebenza, ukuphathwa kokuthuthukiswa nokukhuliswa kwethalente nokuhlelwa kwemisebenzi kanye nokugcinwa nokuxhumana nabasebenzi. Uhlelo ludlondlobele futhi umjikelezo wonyaka wezi-2016 uphuthulwe ngonyaka wezi-2017.

Imininingo yonke mayelana nokuhehwa kwabasebenzi itholakala kuTebhula D ngezansi:

Tebhula D: Imininingo Yokuhehwa Kwabasebenzi Ngokobulili Nobuhlanga

UKUHEHWA KUSUKELA 01 MASINGANA (JANUARY), 2017 KUYA ZINGAMA-31 KUZIBANDLELA (DECEMBER), 2017											
Amazinga Ezikhundla	Abesilisa Bama-Afrika	Abesilisa BamaKhaladi	Abesilisa BamaNdiya	Abesilisa Abamhlophe	Abesifazane Bama-Afrika	Abesifazane BamaKhaladi	Abesifazane BamaNdiya	Abesifazane Abamhlophe	Abesilisa Bokufika	Abesifazane BokufikaFemale	I-Thothali
(Izinga 1 - 3)	0	0	0	0	2	0	0	0	0	0	2
(Izinga 4 – 5)	1	1	0	0	2	0	0	0	0	0	4
(Izinga 5 – 6)	5	0	0	0	1	1	0	1	3	1	12
(Izinga 7 – 11)	47	3	8	5	60	0	12	6	7	7	155
(Izinga 12 – 15)	15	0	1	0	25	1	2	4	0	0	48
ITHOTHALI YABAQASHWE NGOKUGCWELE	68	4	9	5	90	2	14	11	10	8	221
Abaqashwe Okwesikhashana	492	10	85	108	681	41	133	145	37	19	1 751
ITHOTHALI EPHELELE	560	14	94	113	771	43	147	156	47	27	1 972

Ngokuhambelana nezinhlelo zezwe zoguquko, amakhono antulekayo futhi abalulekile ngaphakathi e-UKZN kanye nangokwezimiso DHET, izinhlelo zeNyuvesi zokuheha abasebenzi zigxile ekuguquleni ukwakheka kwabasebenzi emkhakheni wezokufunda. Kube nokubonakalayo okwenzekile ngasohlangothini lwezoguquko ngokuqashwa kwabesilisa nabesifazane abangama-Afrika emazingeni aphansi ezokufunda

Uhlelo i-Accelerated Academic Development Programme (AADP) lugqogqezela ukuthuthukiswa nokukhuliswa kwezifundiswa ezisangena emkhakheni. Kusukela kuLwezi (November) 2018, kube nothisha abasaqeqeshwa abangama-83. Abangamashumi amabili baphethe ngokuqashwa ngokugcwele.

I-UKZN ibambe iqhaza nasohlelweni lwe-DHET olubizwa nge-New Generation of Academics Programme (NGAP). Bekunothisha be-NGAP abayi-12 ngonyaka wezi-2017 Emikhakheni ye-Plant Pathology; Occupational Therapy; isiZulu Studies, Education; Physical Chemistry; Architecture; Nursing; Chemistry; Physics ne-Engineering. Uhlelo i-Women in Leadership Programme, *Imbokodo* luxile ekuthuthukiseni amakhono kubantu besifazane emikhakheni yezokundisa nezokwesekwa kwazo.

Uhlelo i-Graduate Development Programme (GDP) nolwe-Talent Excellence and Equity Acceleration Scholarship (TEAEAS) kanye ne-EDTPSETA Bursary zethulwe ngonyaka wezi-2014. Lolu hlelo luhlangane nolwe- Talent Excellence and Equity Acceleration Scholarship olugunyazwe uMkhandlu, uhlelo luhlose ukuthola abafundi abanamakhono abazoba yizifundiswa zangomuso

e-UKZN. Kusukela kuZibandlela (December) 2017, abafundi abangama-35 babhalise kulolu hlelo, abayisishiyagalolunye bebexhaswe i-EDTSETA. Abafundi abathathu kulolu hlelo baphetha ngokuqashwa ngokugcwele njengothisha.

Umnyango weNyuvesi Wezabasebenzi usaqhubeka nokweseka uhlelo lothisha abasaqeqeshwa ngokususa okuyizihleli nokuhlonza izindlela zokubeseke nokubathuthukisa ezifanele.

EZABAFUNDI NEZANGAPHANDLE KWEZINDLU ZOKUFUNDELA

EZEZINDAWO ZOKUHLALA ZABAFUNDI

Ngonyaka wezi-2017, i-UKZN iqhubekile nokuba nesidingo esikhulu sezindawo zokuhlala abafundi endaweni ezingahlinzeki ngezindawo zokuhlala ezifanele futhi/noma ezingahambelani nokufunda, ngaphakathi ekhempasini nangaphandle. Lokhu kubangele ukuba iNyuvesi isebenze ngokubambisana nezinye izikhungo zemfundo ephakeme eThekwini, eMgungundlovu nezinye izindawo eziseduze ukuze kuncishiswe ukuqhudelana ngezindawo zokuhlala eziqashwayo.

Ngesimesta yesibili enyakeni wezi-2017, abafundi abangama-16 886 babhaliswe ezindaweni zokuhlala zase-UKZN. I-UKZN isizibophezele ekwakheni izindawo zokuhlala abafundi ezengeziwe emakhempasini womane esikhathini esingumzungezo weminyaka emithathu kusukela ngonyaka wezi- 2017.

Ukukhuphuka koxhaso lwe-National Student Financial Aid Scheme (NSFAS) kube nomthelela ekukhuleni okukhulu kokudingeka kwezindawo ezihlala abafundi. Umnyango weNyuvesi Wezokuhlaliswa Kwabafundi ususebenzisa umhlahlandlela oqinile ekuhloleni kokuqinisekisa ukuthi abanikazi bezindawo zokuhlalisa abafundi bayahambelana nemibandela nemigomo yokuhlaliswa kwabafundi emaNyuvesi omphakathi.

Ngasohlangothini lwempilo yabafundi ezindaweni zokuhlala, kunezinhlalo eziningi ezenziwe, kuhlenganisa nohlelo lokwamukela abafundi abasha kubanjiswene nabaholi babafundi, imicimbi yezamasiko kanye nemicimbi yezindondo zobuholi. Imikhankaso ye-Green Campus yethulwe ekhempasini i-Westville ckanye neyase-Medical School.

Imisebenzi eminingi yokuvuselela, nokugcina esimweni esifaele nayo yenziwe ngonyaka wezi-2017.

IMITHOLAMPILO YEZEMPILO EKHEMPASINI

Umsebenzi obalulekile wama-Campus Health Clinics ukuhlinzeka ngosizo lwezempilo lokuqala i-Primary Health Care (PHC) kubafundi, ukubhekana nazo zonke izindingo zezempilo zabafundi nokuhlinzeka ngosizo oluphuthumayo nokusebenzisa uhlelo lokudlulisela iziguli olusezingeni eliphezulu. Imitholampilo yomihlanu isize abafundi abayizi-31 761 ngonyaka wezi-2017. Isivumelwano nabakwa-Netcare 911 Ambulance siyaqhubeka okusiza ukuthuthwa kwabafundi beya ezibhedlela nokubhekana nezimo eziphuthumayo emva kwamahora okusebenza ezindaweni ezihlala abafundi.

Ukugqugquzelwa kwezempilo nezempilo ezigwema izifo kwenziwe ngemikhankaso yokwazisa. Ngonyaka wezi-2017 kwenziwe imikhankaso eyisishiyagalolunye yenziwe emakhempasini wonke womahlanu e-UKZN, le mikhankaso ibigxile kwezokwazisa ngempilo, ukusoka kwabesilisa, inyanga i-Women's Month, ukufundisa ngezokukhulelwa neHIV ne-AIDS, lo wokugcina wenziwe nokubambisana noPhiko lweze-HIV ne-AIDS.

Umnyango Wezempilo Yabafundi usungule uhlelo lwezokucwaningo ezempilo yabafundi kusetshenziswa imininingo yasemtholampilo. Ngokubambisana namanye amaNyuvesi aseNingizimu Afrika, umnyango wase-UKZN wezeMpilo Yabafundi unokuxhumana noMnyango WaKwaZulu-Natal WezeMpilo ukuze kuhlinzekwe imithi yamahhala emitholampilo yabafundi. I-MOA izophothulwa ngonyaka wezi-2018.

UPHIKO LWEZOKWESEKA ABAKHUBAZEKILE

Ngonyaka wezi-2017, isibalo sabakhubazekile e-UKZN sikhulile safinyelela kuma-739, okwenze i-UKZN yaba esinye sezikhungo esinesibalo esiphezulu sabafundi abakhubazekile ababhalisiwe eNingizimu Afrika. Iningi (35%) banokukhubazeka kwamehlo, kanti abafundi abanokukhubazeka emzimbeni bangama-21%, abakhubazeke ngokuzwa nokufunda 7% iqoqo ngalinye. Kuyakhuthaza ukuthi abafundi abaningi abanokukhubazeka bayaziveza oPhiko lwezabakhubazekile ukuze bathole ukusekwa nokulekelwa yilolu phiko.

EZOKUPHATHWA NOKUTHUTHUKISWA KOBUHOLI BABAFUNDI

Ezokuphathwa Nokuthuthukiswa Kobuholi Babafundi ziphatha, zihlele, ziseke uMkhandlu Wabafundi i-CSRC, ama-SRC emakhempasini omahlanu kanye nezinhlangano zabafundi ezikhona e-UKZN. Umnyango ubambe imihlangano yezokwakha uhlelosu, eyokwamukela abaholi abasha, ukubajwayeza, ezamakhono obuholikanye nemihlangano yokuhlelela ukhetho lwama-SRC.

Ukhetho lwama-SRC lubanjwe ngokuyimpumelelo kusukela ngomhla we- 18 kuya zingama-20 Mfumfu (October) 2017, emakhempasini omahlanu, lapho isibalo sabavotile abayizi-14 614.

Ngonyaka wezi-2017, bekunezinhlanganno ezingama-229 ezigunyaziwe e-UKZN, ezihleleke ngokwezenkolo, ezezipolitiki, ezenhlalo, ezamabhizinisi, ubuciko kanye namasiko.

UBUDLELWANO NOMPHEKATHI

Ukusebenzisana nomphakathi ngendlela efanele kuyinto ebaluleke kakhulu eNyuvesi. Lezi ezinye zezinhlelo zangonyaka wezi-2017:

- Umnyango Wezobudlelwano i-Corporate Relations Division (CRD) ibambe izifundo zomphakathi ezinhlobonhlobo ezimayelana nezihloko ezithinta okusemapheni, okubalwa ezamalungelo abantu, usuku lwe-Africa Day Conversations for Change with the Mandela Rhodes Community kanye nezifundo zaminyaka yonke ngo-Strini Moodley no-Albert Luthuli
- Iqembu i-Team UKZN lihlele izizinda seziphuzo ze-Comrades Marathon enyakeni wesithupha
- Umphakathi wasNyuvesi usenze saziqhenya ngokuxhasa umkhankaso we-67 Blankets e-Nelson Mandela Day. Ezokukulekela umphakathi zihlanganise ne-Town and Gown, Open Days kanye nama-Principal and Stakeholder Breakfasts

- I-CRD ihlele ngempumelelo ukugcotshwa ngokuphelele kweJaji Elikhulu u-Mogoeng Mogoeng kuZibandlela (December) 2017. Lo mcimbi wanikeza iNyuvesi ithuba lokuvela kahle kwabezezindaba
- IKolishi YezoLimo, ezobuNjiniyela NezeSayensi ligqugquzele umdlandla wezeSayensi, ubuChwepheshe, ubuNjiniyela neziBalo (i-STEM) ngohlelo lweSiyanqoba Maths Training Programme, oluqeqesha abafundi abayi-100 kulungiselelwa i-SA Maths Olympiad. I-The Science and Technology Education Centre ihlanganyele noMjikelezo We-Science ukuze babe nombukiso ogqugquzela izifundo zesayensi kubafundi basezikoleni zasemaphandleni
- Ososayensi nezifundiswa eziphambili Kwazulu-Natal babambe iqhaza ku-March for Science in Durban
- Isikole seze-Chemistry samukele othisha nabafundi abangama-74 baseMawele High School kanti i-Human Settlements, Engineering neThekwini Transport Authority, Trading Cluster, kanye neKolishi YezoLimo, UbuNjiniyela neSayensi bamukele abafundi abangaphezulu kwe-4000 embukisweni wemisebenzi i-STEM Careers Symposium
- Usuku i-World Oceans Day lwaba sematheni ngenxa yeSikole SezeSayensi Yokuphilayo esaba nomcimbi wokugubha lolu suku owawuhlelwe umfundi weziqu ze-PHD uNksz Refilwe Mofokeng
- Abafundi emkhakheni wezokwakha bakhombise uzwele nokunakekela kwabo ngokuvakashela abantwana abangama-60 abahlala e-Lakehaven Child and Youth Care Centre ethekwini
- Isizinda sobuciko i-Centre for Creative Arts ibambe imicimbi i-Time of the Writer Festival, i-Durban International Film Festival, kanye ne-JOMBA and Poetry Africa ngonyaka wezi-2017. Le micimbi ihehe abantu angaphezulu kwezi-50 000 wezihambeli zasekhaya nezangaphandle, okuhlanganisa nosaziwayo babalobi nabalingisi
- Ngenyanga kaMandela, abasebenzi beKolishi LezesiNtu bavuselele umtapo wolwazi wase-St Martin's Diocesan Home for Children eThekwini. Abasebenzi banikela ngezincwadi, bapenda umtapo bahlela izincwadi bahlanza nebhilidi baphinde basungula indawo egqamile enemibala yokufunda. Banikela nangegrosa
- Ngokubambisana ne-DHET, Isikole SezokuPhatha, UbuChwepheshe NokuBusa sibe nomkhankaso i-Student Entrepreneurship Week wokuqala ngqa e-UKZN ngonyaka wezi-2017. Lo mkhankaso kazwelonke uhlose ukufundisa ngezamabizini njengomsebenzi. Lo mkhankaso ubuholwa uNksz Lindiwe Kunene, oyiPhini LikaSihlalo we-Student Entrepreneurship Community of Practice with Entrepreneurship Development in Higher Education (EDHE). Lo mkhankaso wezinsuku ezine waba nezinhlelo ezaziholwa amaKolishi EzoMthetho NezokuPhatha kanye neYezoLimo, EzobuNjiniyela neSayensi ne-InQubate emakhempasini i-Westville, e-Howard College nasePietermaritzburg
- Isifundiswa seSikole SezokuHlelwa Kwamabhuku Ezimali, Ezomnotho NezeziMali uDkt Msizi Mkhize, uqhubekile nokusabalalisa uthando lwakhe lweziBalo nezokuHlelwa Kwamabhuku Ezimali ezikoleni zamabanga aphezulu esifundazweni. Umsebenzi wakhe ubuhlanganise nokufundisa ukuzilungiselela izivivinyo, izifundo zangoMgqibelo nemihlangano yokuhlomisa othisha ngamakhono

- UPhiko lwezokuFunda nokuFundisa lweKolishi Lezifundo zoMthetho NokuPhatha libambe izifundokubuyekeza zeZibalo, Ukuhlelwa Kwamabhuku Ezimali neFiziksi nabafundi bebanga-12 KwaNxusa High School eShowe. Lo mkhankaso obuxhaswe yi- Citi Foundation, uhlose ukulungiselela abafundi ukuze babhekane nezivivinyo zabo nokulekelela isikole ukuthi sikhuphule isilinganisozinga sokuphumelela kwabafundi nokuthi kuqinisekise ukuthi bayalithola ithuba lokufeza izidingo zokungena e-UKZN
- Umnyango wase-UKZN wezeziFundo zesiKhumba ubambisene ne-Albinism Society of KwaZulu-Natal kanye neGagasi FM, ubambe iqhaza emkhankasweni wokufundisa ngokunakekelwa kwesikhumba ne-albinizimu. Abafundi abenza unyaka wokugcina weziqu ze-Audiology bakhankase emgwaqweni yase-Clermont budebuduze naseThekwini labo bekugujwa usuku i-World Hearing Day, kufundiswa ngokunakekelwa kwezindlebe nokuzwa
- Abafundi bonyaka wesine bezifundo ze-Occupational Therapy students babe nohlelo lwe-C.A.R.E Project ukuze balekelele abasebenzi baseMuthande Society for the Aged emphakathini wakwaDabeka e-Clermont. Abafundi futhi babe nomunye umkhankaso we-"Girls on Fleek!" obubhekiswe kubafundi besifazane bamabanga 8-9 e-Marianridge High School. Lo msebenzi bewugxile ezintweni ezibhekene netsha ikakhulukazi ukukhulelwa nezidakamizwa endaweni
- Inhlango yase-UKZN i-South African Medical Students Association ibambe imashi yokufundisa ngokuhlukumeza ngokobulili nokugqugquzela ukulingana ngokobulili nokuthuthukiswa kwabesifazane. Umkhankaso bewusekwe yi-Treatment Action Campaign, i-Centre for the AIDS Programme of Research in South Africa, i-South African Medical Association, eThekwini Municipality, She Conquers, i-Higher Education and Training HIV and AIDS Programme kanye ne-Africa Health Research Institute

ISIPHETHO

Kuyintokozo ukuqhubeka nokusebenza nabaPhathi Abakhulu beNyuvesi noMkhandlu nokuba yingxenye yesibophezelo se-UKZN sokwakha ikusasa elingcono ngokuGqugquzela Ubunyonyinco ngaphakathi nangaphandle kweNyuvesi. Ngithanda ukuthatha leli thuba ngibonge ukwesekwa nokukhuthazwa engikuthola emphakathini wase-UKZN, abaphathi abakhulu, abasebenzi, abafundi noMkhandlu kanye nababambe iqhaza ngobubanzi jikelele emphakathini KwaZulu-Natal. Unyaka wezi-2017 ubungobalulekile kakhulu e-UKZN ukuze kuqinisekise ukuthi sisethubeni elihle lokufeza izinhlosongqangi ze-UKZN eziyingxenye yoHlelosu (2017-2021).



Dkt A S van Jaarsveld

USekelashansela noMphathi

INTERNAL CONTROL AND RISK MANAGEMENT

“The University’s approach is to minimise its exposure to reputational, compliance and financial risk, while accepting and encouraging an increased degree of risk in pursuit of its mission and objectives.”



Mr N Maharajh
Chair: Audit and Risk Committee

The University manages risk within a framework comprising governance, a defined risk policy, assurance processes and an underlying policy and control environment.

UNDERSTANDING OUR RISKS

The University is fully aware that in advancing its mission by pushing the boundaries of knowledge, innovating and implementing strategic developments, there will always be attached risk factors. The institutional arrangements for the governance and management of risk increases the probability of successful outcomes while protecting the reputation and sustainability of the University.

PROCESS

The University has processes for the identification, evaluation and management of significant risks that threaten the achievement of its strategic objectives. It records them in Risk Registers of the Colleges

and Support Division levels. The top risks identified through a prioritising process are elevated to the University Risk Register. The Manager for Enterprise Risk Management monitors and reviews emerging and changing risks throughout the year in collaboration with the Risk Champions Forum representing the risk managers in the Colleges and Support Divisions. The outcomes inform the Professional Services Board, the Executive Management Committee and the University Audit and Risk Committee. Risk owners assess gross and net risk regularly and, through the Risk Champions Forum, assess each of the risks in the Register which are formally analysed at least once each year. The Executive Management Committee ensures that the College and the Support Division manage their operational risks effectively.

All major projects have individual risk registers and risk assessment is incorporated into planning and decision-making processes. Risk assessment training and awareness is promoted through the management structure. The University Risk Register is formally reviewed and updated annually by the Audit and Risk Committee and approved by the University Council. The most recent update aligns with the University’s Strategic Plan 2017-2021.

OUR APPETITE FOR RISK

The University's approach is to minimise its exposure to reputational, compliance and financial risk, while accepting and encouraging an increased degree of risk in pursuit of its mission and objectives. It recognises that its appetite for risk varies according to the activity undertaken. Acceptance of risk is always subject to ensuring that potential benefits and risks are fully understood before developments are authorised, and that sensible measures to mitigate risk are established.

Given the devolved college nature of the University, the Statement is intended to act as a guide to academic and Professional managers and committees indicating:

- the areas where we should step out and be innovative
- the areas where we should be conservative and compliant in our activities
- the "lines" which we would not wish to cross

Classification of risk appetite thresholds is as follows:

Zero Risk Appetite: The University is not willing, under any circumstances, to tolerate or proceed with the activities.

Low Risk Appetite: The University is willing to proceed with a portfolio of activities provided the exposure is not greater than: 0%-1% of total revenue; or likely to have some serious legal or regulatory implications; or likely to have some negative local/regional damage to reputation.

Medium Risk Appetite: The University is willing to proceed with a portfolio of activities in pursuit of achieving strategic aims provided the exposure is not greater than: 1%-2% of total revenue; or likely to have very serious legal or regulatory concerns; or likely to have significant negative local/regional damage and/or some national damage to reputation.

High Risk Appetite: The University is willing to proceed with a portfolio of activities in pursuit of achieving strategic aims provided the exposure is not greater than either: 2%-3% of total revenue; or likely to have legal or regulatory issues leading to the inability to continue a significant area of operations; or likely to have sustained adverse media coverage at regional and national levels, and long-term damage to reputation and widespread loss of confidence in the University.

The University's Appetite for Risk in the Various Areas Linked to the University's Strategic Plan is as Follows:

Risk Category	Strategy Reference	Appetite Threshold
Teaching and Learning	Goal 4	Medium
Research	Goal 3	High
Responsible Community Engagement	Goals 2 and 5	Medium
Internationalisation	Goal 1	High
Human Resources	Goal 6	Low
Financial Sustainability	Goal 7	Low
Transformation	Goals 1 to 7	Low
Leadership, Governance and Management	Goal 7	Low
Safety and Security	Goal 5, 6 and 7	Low
Information Technology	Goal 7	Low

INSTITUTIONAL RISK PROFILE AS AT 31 DECEMBER, 2017

The Institutional Risk Profile at the implementation of the residual 2017 Risk Register was as follows:

Inherent Risk	This is an assessed level of raw or untreated risk; that is, the natural level of risk inherent in a process or activity without doing anything to reduce the likelihood or mitigate the severity of a mishap. The higher the inherent risk, the more the process or activity is exposed to risk. The lower the inherent risk, the lesser the process or activity is exposed to risk.
Residual Risk	The risk that remains after controls are taken into account (the net risk or risk after controls). The residual risk (high to low) indicates the amount of risk exposure that is left uncontrolled. For every amount of residual risk, there are mitigating strategies in place for continued monitoring until the residual risk is at an acceptable level.

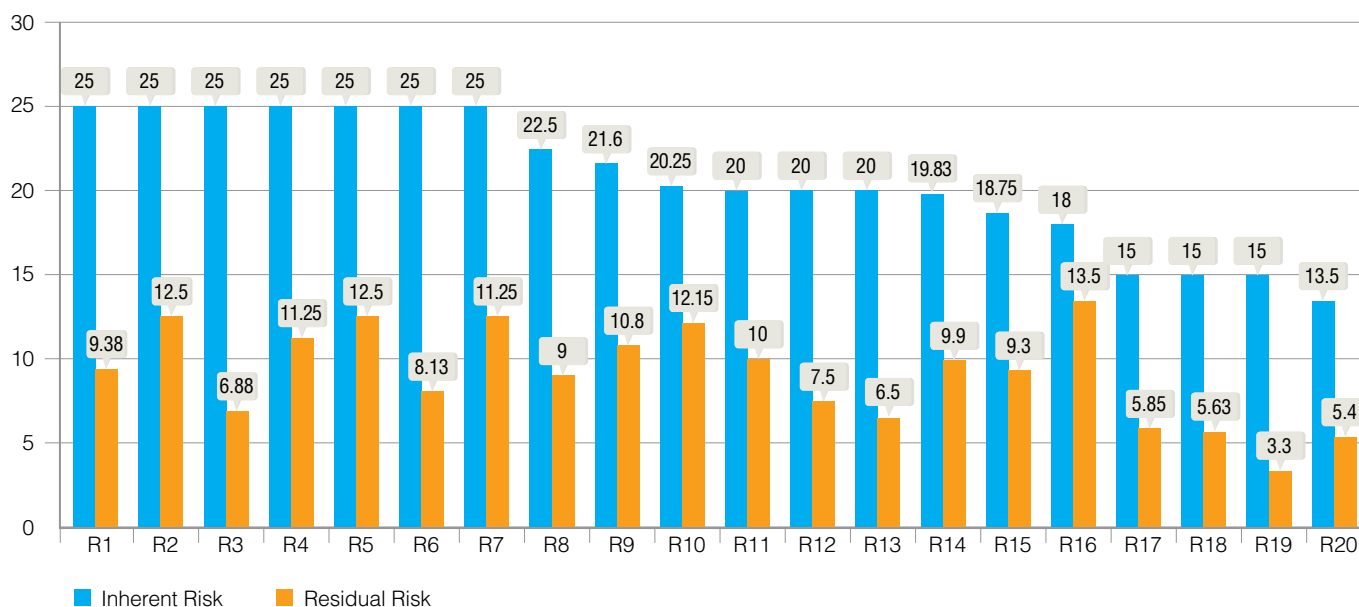
Top 20 Critical Risks:

Risk No.	Name of Risk	Inherent Risk	Residual Risk
R1	Inadequate on-campus student accommodation	25	9,38
R2	Off-campus leased accommodation	25	12,5
R3	Insufficient financial support for students, including NSFAS allocation	25	6,88
R4	Student protests	25	11,25
R5	Financial sustainability of the University	25	12,5
R6	Poor quality of data	25	8,13
R7	Underprepared entrant students	25	11,25
R8	Poor staff morale	22,5	9
R9	Inadequate budget or funding to support optimum staff structure	21,6	10,8
R10	High ratio of student to lecturer	20,25	12,15
R11	Poor culture, ethics and behaviour	20	10
R12	Health and Safety liability	20	7,5
R13	Academic fraud in respect of Student Academic Services and Student Support Services at College level	20	6,5
R14	Dysfunctional Joint Health Services and Education Agreement that comprises the academic endeavour	19,83	9,9
R15	Inability to monitor private work being performed during working hours	18,75	9,3
R16	Failure to attract and retain quality staff	18	13,50
R17	Low completion rates within prescribed periods	15	5,85
R18	Failure in governance, particularly with respect to legal and policy compliance	15	5,63
R19	Institutional fraud and corruption, especially in the area of Student Academic Administration (Applications, Admissions, Examinations and Graduations)	15	3,3
R20	Poor quality of teaching and learning	13,5	5,4

Residual Risk Categories

No.	Level
Over 20	Critical
12,6 - 20	High
6,6 - 12,5	Moderate
1 - 6,5	Low

Graph 1: Graphical Presentation of Institutional Risk Profile



Graph 1 demonstrates the graphical representation of critical risks from R1 to R20. The blue lines indicate the amount of inherent risk, that is, the raw risk or untreated risk, while the orange lines indicate the amount of residual risk, that is, the risk remaining after putting controls in. The residual risk amount is treated through implementing mitigating strategies to reduce the level of exposure. The graph indicates that the risk Profile of the University has a mixture of residual risks at different levels, that is, 1 risk (5%) at high level; 14 risks (70%) at moderate level; and 5 risks (25%) at low levels.

Mr N Maharajh

Chair: Audit and Risk Committee

OFFICE OF THE REGISTRAR

EXCELLENCE

“SAA co-ordinates the registration of students across the various campuses and plays a pivotal role in ensuring that policies and principles pertaining to academic administration are in place.”



Mr S Mokoena
Registrar

The Registrar at the University of KwaZulu-Natal (UKZN) ensures compliance with the various Acts and Statutes which govern UKZN as well as with the various policies, procedures and rules of the University.

The Registrar's Division consists of: (1) Governance and Administration, which monitors governance and compliance and provides administrative and secretarial support to Council and Senate; (2) Student Academic Administration, which provides co-ordination and support for the administration of students; (3) Legal Services, which manages litigation matters and considers all contracts for soundness and compliance, and (4) Risk Management Services (RMS), which is responsible for the general health and safety of the University community.

GOVERNANCE AND ADMINISTRATION

Among other functions, Governance and Administration (GA) is responsible for the provision of secretarial support to the statutory committees of the University; organisational and legal compliance; graduations and inaugural lectures; processing of requests for access to University-held information in accordance with the provisions of the Promotion of Access to Information Act, 2000 (Act 2 of 2000); processing of gatekeeper permissions for researchers needing to conduct research in any of UKZN's domains; maintenance of a repository of important University records, and the operations of the UKZN Archives.

Graduation 2017 consisted of 24 ceremonies held on 6 and 7 September, 2017, and on 16 April to 24 April, 2018.

A total of 11 146 students graduated compared to 10 182 in 2016. The 2016 figures include “late inclusions” which were not recorded in the 2016 Annual Report. Overall, a steady growth has been observed in the number of graduates. Interesting graduate statistics for 2017 include:

- 89% of graduands (87.1% in 2016) attended the Graduation ceremonies with the best attendance by bachelor's graduands (92%) followed by doctoral graduands (75%)
- 43.8% of graduands were postgraduates with 13.6% being masters and doctoral candidates
- 61.7% were women; 69.3% African, 24.2% Indian and 4.1% White
- 5.1% of all graduates and 9.2% of postgraduates were international students
- 475 students who had entered university through an access programme graduated with a bachelor's degree, and a further 389 with a postgraduate qualification
- 363 students received degrees *cum laude* and 128 *summa cum laude*

Graduation Statistics for Each College are Given in the Following Table (2016 Figures Have Been Inserted for Comparison Purposes):

	Year	Doctoral Degrees	Master's Degrees	Honours Degrees	PG Diplomas/Certificates	Bachelor's Degrees	UG Diplomas/Certificates	Grand Total
AES	2016	129	300	333	42	1 242	0	2 046
	2017	139	248	357	29	1 199	0	1 972
HS	2016	76	260	82	62	685	0	1 165
	2017	68	266	148	30	640	0	1 152
HUM	2016	119	394	810	545	2 734	17	4 619
	2017	129	340	947	855	2 781	13	5 065
LMS	2016	37	304	356	402	1 253	0	2 352
	2017	52	271	440	567	1 627	0	2 957
Grand Total	2016	361	1 258	1 581	1 051	5 914	17	10 182
	2017	388	1 125	1 892	1 481	6 247	13	11 146

Honorary Doctorates were awarded to Dr Kumi Naidoo (DSocSc), Dr Hugh Masekela (DMus), Dr Wendy Luhabe (DCom), and Dr Barathanathan Pillay (LLD). The Graduation addresses were interesting, relevant, and thoroughly enjoyed by graduates and guests.

Professor Rob Slotow and Professor Deresh Ramjugernath were made Fellows of UKZN and Distinguished Teachers' Awards were presented to Dr Vittorio Tramontin and Dr Cecile Proches.

STUDENT ACADEMIC ADMINISTRATION

Student Academic Administration (SAA) has a university-wide and nationwide footprint. It is a service department that supports academic and professional functions within the University in line

with the decentralised principle upon which the University's College model is based. The SAA department has the following operational units - Applications and Information Office (AIO); Central Records Office (CRO); General Inquiries Office (GIO); and the Timetabling and Venue Bookings Office (TT&VBO). SAA offers essential academic support functions such as examination administration, management of student records, venue bookings, and lecture and examination timetabling.

In addition to being the information hub of the University, SAA manages staff access into the Integrated Tertiary System (ITS). The SAA department is also responsible for explaining the applications, admissions and registration processes to prospective students. SAA co-ordinates the registration of students across the various campuses and plays a pivotal role in ensuring that policies and principles pertaining to academic administration are in place. The SAA department also provides a Commissioner of Oaths service to students and administers the publication of the University handbooks.

APPLICATIONS AND INFORMATION OFFICE

The Applications and Information Office (AIO) is responsible for processing application forms and publications. This office liaises with the Central Applications Office (CAO) to administer University-wide undergraduate applications.

The AIO is also responsible for administering walk-in applications. These are students who did not apply on time or wanted to change their study programme. Over the past three years, more than 1 900 students gained admission through the walk-in category. Table 1 below reflects statistics from the walk-in applications.

Table 1: Late Applications (Walk-In and Change of Study Programme) Over the Past Three Years

Walk-In Applications	2016	2017	2018
Applicants with offers	118	87	58
Applicants who accepted	144	102	69
Applicants who registered	662	860	444

CENTRAL RECORDS OFFICE

The Central Records Office is responsible for the provision of a central repository of all inactive student files. This unit printed a total of 9 850 merit certificates; 434 replacement degree certificates and verified more than 1 500 qualifications during the 2017 academic year.

GENERAL INQUIRIES OFFICES

The General Inquiries Offices operate on the Pietermaritzburg, Howard College and Westville campuses. These offices issue academic records, attend to general inquiries and capture application forms from postgraduate and international applicants. The offices are also responsible for UKZN examination administration (except at the Medical School) and ensure that uninterrupted examinations take place.

TIMETABLING AND VENUE BOOKING OFFICE

Timetabling is essential to ensure the smooth running of the University and forms the basis of an effective teaching strategy. Significant planning is conducted prior to the compilation of the

timetable and many aspects are considered. The Timetabling and Venue Booking Office administers bookings by internal as well as external stakeholders. This office considers a number of factors when a venue is booked including the size of the venue, the type of event, logistics and noise levels.

LEGAL SERVICES

Legal Services provide expertise in the following areas at the University: Legal Advice, Litigation Management, Legal Compliance, Contracts Management, Copyright Management and Student Disciplinary Services.

Excluding general legal advice provided by e-mail or telephonically; Legal Services attended to 357 general matters, 331 formal legal opinions, 124 copyright matters, 970 contracts matters, 30 litigation matters and 511 student disciplinary matters in 2017.

The division embarked on a number of ITC initiatives, including the contracts management system, a shared directory system for registering matters, and keeping legal files. The use of the online Contracts Management System and the Shared Directory System will assist in working towards a paperless system. The introduction of an electronic signature system is being introduced to enhance the contracts management process and system.

Compliance-related activities for 2017 include the finalisation of the new Compliance Policy and Framework; training on the UKZN Register of Interests (the register was created to meet the requirements of the Higher Education Act); the creation of a statutory appointments report conducting a University-wide audit in terms of the Protection of Personal Information Act (POPIA), and creating a draft POPIA Policy and additional documentation as required by this legislation.

Several training and information seminars were hosted by Legal Services for the University community on various legal aspects such as the Staff Disciplinary Code and Grievance Procedure at UKZN, the processing of research and non-research contracts, POPIA, the UKZN Register of Interest and the Legal Services role in the University's procurement process.

The division hosted interdependency meetings bi-annually to enhance its relationship with stakeholders. This worked well enabling Legal Services to receive and act on positive feedback and constructive criticism with the aim of improving service output and engagement with the University community.

RISK MANAGEMENT SERVICES

The Department of Risk Management Services (RMS) was involved in a variety of security related projects to enhance a shortfall identified by RMS management and a specialist security consultant. The projects included a Student Safe Walkway, the improvement of student/community engagement and the implementation of the safety and security action plan. The Safety, Health and Environment section faced many challenges in respect of legal compliance and a project plan was put together to deal with all the breaches and non-conformances.

ACCESS CONTROL SYSTEMS

The project for the installation of the integrated Access Control Systems has been handed over to ICS as the implementing agent. The decision to go in-house was taken by the Management Safety and Security Cluster at the recommendation of the MFST after the bidding process offered prices far in excess of the estimated budget, whereas ICS had already started with building-by-building phase installation of the access control system offered by the bidders. The project began in 2017 with priority areas given first preferences, the intention being to ensure safety and security for staff, students and University property, which remain a priority for the Risk Management Services. The Department did its best to provide a safe and secure environment for the University community and property under challenging circumstances. The roll out of the new impro Access System is nearing completion and will be commissioned by the end of July 2018.

SECURITY SERVICES

At the beginning of 2017, the implementation of training and skills development was initiated through the performance management system and is currently being rolled out with Human Resources. Included in the RMS 2017 action plan and beyond, is a developmental training programme for insourced security staff to improve performance.

During this period, we had to address the standardisation of uniforms with a task team established to deal with sourcing a supplier late in 2017. The aim was to deal with inconsistency and ensure RMS personnel were properly kitted out and identified in the broader community to provide effective services.

The introduction of a single shift security system was opposed by the unions. Management's view is that a single shift system will enhance performances and mitigate other challenges that may be experienced in the near future.

Mr S Mokoena

Registrar

RESEARCH

ACCOUNTABILITY



“UKZN has not only enjoyed a significant increase in the quantity of research outputs but has also improved with regard to the quality of research and the standing of its researchers.”

Professor D Ramjugernath
Deputy Vice-Chancellor: Research

The University of KwaZulu-Natal (UKZN) continues to be one of the premier universities for research and scholarship on the African continent.

RESEARCH OUTPUTS

The University has shown a sustained growth trajectory in terms of research outputs with approximately 60% growth since 2011 and a year-on-year growth over the last reporting period of about 14%.

Growth has been steady across all categories of research outputs. The most significant growth over the last reporting year was in Books and Book Chapters, which has improved by around 414%.

Table 1: Summary of the Audited Department of Higher Education and Training Research Outputs for the Period 2011 to 2016.

	2011	2012	2013	2014	2015	2016
Journals	1 152.02	1 325.12	1 497.28	1 602.47	1 645.57	1 668.17
Books and book chapters	53.09	64.63	79.09	53.79	66.47	275.47
Conference proceedings	45.29	34.47	58.34	52.35	51.21	61.03
Total	1 250.4	1 424.22	1 634.71	1 708.61	1 763.25	2 004.67

UKZN has maintained its status as a research-intensive university, with the Department of Higher Education and Training Research Outputs reports showing it is consistently placed among the Top Two Higher Education Institutions in the country in terms of the number of outputs. The University was placed fourth nationally in terms of weighted outputs per capita.

UKZN has not only enjoyed a significant increase in the quantity of research outputs but has also improved with regard to the quality of research and the standing of its researchers. In 2017, the Institution had 325 National Research Foundation (NRF)-rated researchers and scientists, nine of whom were regarded as world leaders in their field and A-rated by the NRF.

Eighty-seven UKZN researchers had an h-index of 20 or higher. In terms of academic impact of research outputs, especially the journal publications, about 17% of the outputs from UKZN were papers that ranked in the Top 10% of the most cited papers globally. The University has been one of the strongest nationally in terms of internationally co-authored research outputs with around 50% international co-authorship.

WORLD UNIVERSITY RANKINGS

The University participates in a number of global university rankings. It is consistently placed, in most rankings, within the Top Four Higher Education Institutions in South Africa and on the African continent. The University's position (latest available data) on the various world rankings is shown below:

RankPro:	600+
Academic Ranking of World Universities (ARWU):	401-500
Times Higher Education (THE)	
World University Rankings:	401-500
Quacquarelli Symonds (QS)	
World University Rankings:	701-750
QS University Rankings: BRICS:	72
Greenmetrics:	348
Thomson Reuters/Clarivate Analytics:	638
Centre for World University Rankings (CWUR):	467
Times Higher Education: BRICS:	58
US News Best Global Universities:	346
Webometrics Ranking of World Universities:	675
Centrum voor Wetenschap en Technologische Studies (CWTS) Leiden Ranking:	436
Round University Ranking:	443
University Ranking by Academic Performance (URAP):	369

Generally, during 2017 UKZN's position on most world rankings improved or remained steady. The two ranking systems in which UKZN showed a decline nationally were the QS World Ranking and the QS BRICS. The University is currently just outside the Top Five on both rankings in terms of our national standing.

On some of the world ranking systems, it is possible to have rankings by subject or discipline. This is generally determined using the following criteria: academic reputation, employer reputation, research citations per paper, and h-index. UKZN has performed extremely well nationally in some disciplines, e.g. Physical Science and Engineering, and Life and Earth Sciences were placed in the Top Two nationally, according to the (CWTS) Leiden Ranking.

SOUTH AFRICAN RESEARCH CHAIRS

UKZN is home to 15 of the approximately 200 prestigious South African Research Chairs awarded by the NRF. The broad area of research covered by the Chairs are:

- Evolutionary Biology
- Gravitating Systems
- Systems Biology of HIV and AIDS
- Quantum Information Processing and Communication
- Fluorine Process Engineering and Separation Technology
- Indigenous Health Care Systems Research
- Economic Development
- Applied Poverty Reduction Assessment
- Land Use Planning and Management
- Rural Agronomy and Development
- Gender and Childhood Sexuality: Violence, Inequalities and Schooling
- Proteolysis in Homeostasis, Health and Disease
- Ecosystem Health and Biodiversity in KwaZulu-Natal and the Eastern Cape
- Antibiotic Resistance and One Health
- Indigenous Knowledge Systems

FUNDING

The University continued to bring in large amounts of external funding for research from both statutory and non-statutory agencies and institutions.

Professor D Ramjugernath

Deputy Vice-Chancellor: Research

UNIVERSITY TEACHING AND LEARNING

CLIENT ORIENTATION

“The commitment to develop discipline specific terminology saw the standardisation and completion of terminology in the disciplines of Social Work, Research and Law.”



Professor B Pillay
Deputy Vice-Chancellor:
Teaching and Learning (Acting)

The year 2017 was a particularly successful one in a variety of areas for the University of KwaZulu-Natal's (UKZN) Teaching and Learning Portfolio.

HIGHER EDUCATION TRAINING AND DEVELOPMENT

Numerous successes were recorded by the Higher Education and Training (HETD) unit during the year.

UKZN signed a co-operation agreement that involved several universities, including the University of Tampere in Finland, the University of Makerere in Uganda, and three universities in Ethiopia - Addis Ababa, Bahir Dar and Mekelle. The focus of the agreement was on Building Institutional Capacity in Leadership and Management of Ethiopian universities.

Professor Damtew Teferra edited a book titled *Flagship Universities in Africa* (Palgrave Macmillan, 2017). The book advances an in-depth, comprehensive analysis of flagship universities in Africa. It draws on a range of country-specific case studies, including Botswana, Egypt, Ethiopia, Ghana, Kenya, Mauritius, Nigeria, Senegal, Tanzania and Zambia, to explore a range of issues associated with flagship universities and their role in Higher Education in Africa.

Two issues of the HETD's *International Journal of African Higher Education* were published during the year - one of them highlighted the launch of the Higher Education Forum on Africa, Asia and Latin America at the unit in 2016.

HETD and UKZN were featured in articles in journals such as *Inside Higher Education* and *University World News*.

QUALITY PROMOTION AND ASSURANCE

A synthesis was produced of five School review reports conducted in the College of Agriculture, Engineering and Science (CAES).

This report contains a resume of the findings of the reviews on the five Schools conducted from 2014 to 2016, providing opportunities for the College to engage with the commendations and recommendations as well share best practices and to address common concerns.

The Quality Promotion and Assurance (QPA) unit, in accordance with the Principles and Procedures for Quality Reviews (Senate approved 7 November 2012) and the QPA Manual for Quality Reviews, conducts reviews of schools, disciplines, programmes, functions or departments.

Reviews of academic and professional services units are conducted once every five years or when the need arises. Such needs may include a significant change in the University's strategic direction and identification of risks that could impact on its reputation, including matters pertaining to the Unit's inability to meet key performance indicators or non-compliance with University policy. Quality reviews are also conducted to support the Professional validation and accreditation of programmes. QPA also conducts reviews of professional programmes prior to pending external validation visits and programmes that are selected for national reviews.

Using an evidence-based approach and a dual purpose of quality assurance to ensure accountability and promote enhancement, quality reviews of schools, disciplines, programmes, functions or departments are conducted to evaluate the effectiveness of internal quality management systems for assuring, supporting, developing and monitoring the quality of the provisions at the University.

The following programmes were externally approved, accredited and registered in 2017:

	DHET Approved	CHE Accredited	SAQA Registration
Bachelor of Education in Intermediate Phase Teaching	Approved	Accredited	Registered - 101501
Bachelor of Education in Foundation Phase Teaching	Approved	Accredited	Registered - 101507
Bachelor of Education in Senior Phase and FET Teaching	Approved	Accredited	Registered - 101508
Postgraduate Certificate in Education in Senior Phase and FET Teaching	Approved	Accredited	Registered - 101814
Postgraduate Certificate in Education in FET Teaching	Approved	Accredited	Registered - 101817

UNIVERSITY LANGUAGE PLANNING AND DEVELOPMENT OFFICE

In January, the University Language Planning and Development Office (ULPDO) successfully hosted the Community of Practice for African Languages (CoPAL) under the auspices of Universities South Africa (USAf) to discuss strategies to develop African languages for teaching and learning in Higher Education.

In February, UKZN was awarded two national awards from the Pan South African Language Board - one in the Education Category for the promotion of Multilingualism in Education, and the other for the book *Imhlamvu Yelanga* in the Literature Category.

In order to facilitate bilingual tutorials (and ultimately bilingual lectures) to improve cognitive and epistemic access to complex pedagogies, the University has created multidisciplinary scientific terminology in isiZulu following standard and statutory processes in the following disciplines: Architecture, Anatomy, Computer Science, Criminology, Environmental Science, Law, Physics, Psychology, Nursing and Research. The development of discipline specific

terminology in English and IsiZulu remains a key activity in the intellectualisation of IsiZulu.

In order to enable end-user access to this critical resource, the University launched an isiZulu Term Bank (<https://ukzntermbank.ukzn.ac.za>) and a mobile application called the Zulu Lexicon App in November, 2016. The two human language technologies are part of the quartet that was launched as open sources for use as enablers in teaching and learning at UKZN. The other two carefully and strategically developed Human Language Technologies (HLTs) are the isiZulu spellchecker (<http://ulpdo.ukzn.ac.za>) and the isiZulu National Corpus (<https://iznc.ukzn.ac.za>).

The commitment to develop discipline specific terminology saw the standardisation and completion of terminology in the disciplines of Social Work, Research and Law. A total of 1 512 terms were authenticated and standardised in 2017 following the stringent statutory processes. These terms were deposited in the isiZulu Term Bank (<https://ukzntermbank.ukzn.ac.za>), an open source facility for end users, and also added onto a mobile application called ZuluLexicon. These human language technologies are facilities to enable the introduction of bilingual tutorials (and ultimately bilingual lectures) with a view to improve cognitive and epistemic access to complex concepts, and enhance student success.

A total of 3 194 terms were developed, for Psychology (509), Law (497), Criminology (487), Research (497), Computer Sciences (147), Social Work (521) and Information Technology (536) during the year under review. The IsiZulu National Corpus has grown from 20,5 million words to the current 29,5 million words.

Figure 1: IsiZulu National Corpus (INC) Corpus Statistics

	File Name (IsiZulu)	File Name (English)	Number of Files	Word Tokens
1.	Inoveli	IsiZulu novels	487	9 679 532
2.	Isolezwe	Isolezwe newspaper	489	7 289 832
3.	UmAfrika	UmAfrika newspaper	76	5 735 962
4.	Ilanga	Ilanga newspaper	970	4 361 605
5.	Izindaba zabantu	Izindaba zabantu newspaper	43	2 376 468
6.	Ezasegagasini	Metro Ezasegagasini newspaper	61	782 377
7.	Ibhayibheli	Bible	1	435 481
8.	Umthetho	The Hansard	194	367 998
9.	Zulumanuscripts	Dissertations	19	287 684
10.	Umngenelo	Literature competition short stories	16	130 698
11.	Ingede	Ingede newspaper	14	125 972
12.	Uhlelo LwesiZulu	Zulu grammar textbooks	2	84 416
13.	Zulusimama	KZN Online newsletter	4	34 525
14.	Umthethosisekelo	Constitution of the Republic	1	32 410
15.	Amanothi	Notes	4	27 447
16.	Amaseko	IsiZulu plays	1	16 694
17.	Amantshontsho	Bible lesson	1	4 974
18.	Inganekwane	Folktales	1	1 709
Total Number of Files in the INC			2 384	
Total Number of Tokens in the INC				31 775 784

In July, ULPDO successfully embarked on a collection of a spoken corpus of isiZulu, to add balance to the current corpus and increase its size.

In August, ULPDO hosted a successful International Workshop on Computer Assisted Textual Markup and Analysis (CATMA) in collaboration with the South African Centre for Digital Language Resources (SADiLaR). The workshop was facilitated by a Computational Linguist from the University of Hamburg in Germany, and attended by delegates from UKZN and the Durban University of Technology (DUT).

In October, ULPDO also successfully hosted its second Biennial Language Research Symposium, which discussed the development of Human Language Technologies (HLTs) and Computer Assisted Language Learning Tools (CALLS) in African languages as enablers in teaching and learning. As part of its annual isiZulu literary competition, ULPDO concluded a poetry competition, with a manuscript for the publication of a poetry anthology currently in print at the UKZN Press.

The Director of ULPDO, Dr Langa Khumalo, was appointed a member of the Scientific Advisory Committee of the South African

Centre for Digital Language Resources (SADiLaR) which is one of the 13 strategic Research Infrastructures for South Africa that were announced by the Department of Science and Technology in October 2016.

UKZN has thus far created multidisciplinary scientific terminology in isiZulu following standard and statutory processes in the following disciplines: Accounting, Architecture, Anatomy, Biodiversity, Computer Science, Criminology, Economics, Environmental Science, Law, Physics, Psychology, Nursing, and Research.

The isiZulu Term Bank has attracted 6 117 visitors since its launch in November 2016 and boasts a total number of 4 632 terms. The isiZulu spellchecker, also launched in November 2016, has new features to improve its functionality.

Another milestone in 2017 was the growth of the isiZulu National Corpus to become the biggest African language corpus with 31,7 million running words. With this resource, the isiZulu language can be studied all over the world in all its complexities.

UKZN TEACHING AND LEARNING OFFICE

Committed to achieving complementarity between teaching and research, the UKZN Teaching and Learning Office (UTLO) accelerated efforts to deepen the Scholarship of Teaching and Learning (SOTL) by providing a continuous loop of institutional and Professional development. To advance this agenda, UTLO funded 12 teaching and learning competitive research projects, 10 teaching innovation and quality enhancement projects and hosted various fora to disseminate project outcomes, including 23 workshops, seminars, colloquia and symposia on a range of contemporary teaching and learning related issues.

The 11th Annual UKZN Higher Education Conference attracted around 200 papers, five keynote addresses by national and international scholars, and about 250 delegates from 15 countries.

UTLO also contributed to the generation of more than 30 peer-reviewed publications on teaching and learning and institutional research. In collaboration with the UKZN Research Office, UTLO successfully tendered for the DHET Capacity Development Grant (UCDG) worth around R39 million a year from 2018 to 2020 which will support the mission, vision and strategy of UKZN.

In recognition of their teaching excellence, Dr Cecile Proches of the Graduate School of Business and Leadership and Dr Vittorio Tramontin of the School of Engineering, received the coveted UKZN Distinguished Teacher Award (DTA). Dr Tramontin went on to win the National Teaching Excellence Award.

Three other UKZN teaching excellence recipients, Dr Heidi Matisonn, Dr Mulemwa Akombelwa and Dr Upasana Gitanjali Singh were selected as participants in the National Teaching Advancement at Universities (TAU) 2018-2019 Fellowships Programme.

Director of Teaching and Learning at UKZN Dr Rubby Dhunpath, was reappointed as a Board member and Advisor on the TAU Fellowship.

UKZN Technology Enhanced Learning, a collaboration between UTLO and UKZN's Information Communication Services (ICS), was launched to provide a suite of technology rich teaching and learning solutions and innovative pedagogies, using eLearning, online learning, blended learning and the flipped classroom approach.

The revitalised Westville campus recording studios have been equipped to professional standards to design e-learning solutions, including lecture capture, digitisation, and dissemination and to professionalise UKZN's T&L TV channel.

Professor B Pillay

Deputy Vice-Chancellor: Teaching and Learning (Acting)

COLLEGE OF AGRICULTURE, ENGINEERING AND SCIENCE



“CAES once again made a significant contribution to South Africa’s much-needed brain pool of highly qualified Science, Technology and Engineering specialists, awarding an impressive 128 PhDs out of 350 during Graduation ceremonies.”

Professor A Modi
Deputy Vice-Chancellor
and Head of College

During the 2017 academic year, the focus was on teaching, learning, research and outreach with no disruptions to activities. It was an opportunity to regroup and refocus after several disrupted years.

AWARDS AND ACHIEVEMENTS

College of Agriculture, Engineering and Science (CAES) staff and students excelled through national and worldwide recognition in a variety of activities including:

- Top undergraduate achievers across the five schools received awards at two UKZN prize-giving ceremonies held on the Durban and Pietermaritzburg campuses, with increased support from industry
- UKZN won Gold and the trophy for Best Individual Stand at the 2017 Royal Show, which highlighted research in the College in climate change and food security, in conjunction with the Ukulinga Howard Davis Memorial Symposium
- Professor Albert Modi received an International Alumni Award from Ohio State University (OSU) in the United States, presented annually to outstanding international agriculture alumni. He was also elected Deputy-Chairperson of the National Agricultural Research Forum
- Postdoctoral Fellow in the Thermodynamics Research Unit Dr Mark Williams-Wynn and Chemistry Lecturer Dr Nolwazi Nombona were selected by the Academy of Science of South Africa and the African Academy of Science respectively to attend the 67th Lindau Nobel Laureate Meeting
- Academic staff from each School in the College were recognised for their passion and dedication towards educating and inspiring greatness in their students through the CAES Distinguished Teacher Awards
- Professor Colleen Downs was a finalist for three National Science and Technology Forum-South32 Awards, and named second runner-up for the Distinguished Woman Researcher Award in Natural (Life and Physical) and Engineering Sciences. She also received the Zoological Society of Southern Africa’s Gold medal in recognition of outstanding contributions
- Professor Ursula Scharler was appointed Chairperson of South Africa’s new National Member Organisation of the International Institute of Applied Systems
- Professor Onesimo Mutanga and Dr John Odindi were recognised among the best scientific contributors in Africa in a publication launched at a celebration of Africa Day by Minister Naledi Pandor

- The Science and Technology Education Centre's (STEC) Dr Tanja Reinhardt scooped the prize for the Best Workshop at the Grahamstown National Science Festival.
- Professor Delia North was elected a Fellow of the South African Statistical Association for her contribution to national capacity building in Statistics Education
- Dr Joyce Chitja of the African Centre for Food Security was appointed Deputy Chairperson of the Agricultural Research Council board
- Postdoctoral researcher at UKZN's Centre for Quantum Technology. Dr Yaseera Ismail was selected as the first South African Ambassador of the Optical Society of America (OSA)
- Dr Kenda Knowles, postdoctoral researcher at the Astrophysics and Cosmology Research Unit (ACRU) received a Postdoctoral Fellowship from the L'Oréal-UNESCO for Women in Science sub-Saharan Africa programme
- CAES honoured top female scientists from five schools at the Wonder Women in Science (WWIS) breakfast

RESEARCH

CAES maintained its longstanding position as the leading College in research production in the University. Bursaries worth R1,2 million supported 51 postgraduate students (34 Masters and 17 PhDs) in 2017. The College also spent R228 000 providing support to 21 postgraduate students and postdoctoral scholars, as well as five academic staff to attend both local and international conferences. The total amount spent to support postdoctoral scholars was R11,7 million.

Professor Sunil Maharaj secured grants of R4 200 450 for postgraduate students, research activities and staff development.

CAES once again made a significant contribution to South Africa's much-needed brain pool of highly qualified Science, Technology and Engineering specialists, awarding an impressive 128 PhDs out of 350 during Graduation ceremonies. The College's PhD total of 128 is a noteworthy increase over previous years - 117 PhDs were awarded in 2016, 106 in 2015, 98 in 2014, 76 in 2013, 77 in 2012 and 69 in 2011.

The College hosted its seventh annual Postgraduate Research and Innovation Day on the Westville campus, attracting more than 700 participants of which a record 65% were students. The programme included an Arts Meets Sciences exhibit and an InQubate Innovation Stream event. CAES students delivered 60 platform presentations and 180 poster presentations.

Rankings within and without the University demonstrated CAES excellence - of UKZN's top 30 performing researchers honoured in 2017, 16 are in the CAES. The University Ranking by Academic Performance for 2016-17 ranked 16 South African universities among 2 500 global Higher Education Institutions, placing

UKZN top in Physical Sciences, Chemical Sciences, Chemical Engineering and Engineering.

Professor Rob Slotow and Professor Deresh Ramjugernath received University Fellowships in recognition of distinguished academic achievements and contributions to Ecology and Chemical Engineering respectively.

A delegation led by Professor Bala Pillay visited Chandigarh University in India to participate in expert sessions in the Faculty Development Programme.

UKZN signed Memoranda of Agreement and Understanding with the National Astronomical Observatory in China, the Institute of Natural Resources, and the South African Weather Service to formalise collaborations with these partners.

NOTABLE RESEARCH PROGRAMME LAUNCHES INCLUDED:

- The Durban Research Action Partnership (D'RAP), a joint environmental capacity-building initiative with the eThekweni Municipality
- The international, interdisciplinary Sustainable and Healthy Food Systems programme featuring UKZN and the London School of Hygiene and Tropical Medicine
- The School of Engineering's AfriHub, a trans-disciplinary centre for research into smart and sustainable cities
- Professor Colleen Downs was awarded a Trilateral Research Chair through Canada's International Development Research Centre and South Africa's National Research Foundation

International headlines featured PhD graduate Dr Courtney Marneweck's work on the use of olfactory communication by white rhinoceroses, and work by Professor Thomas Konrad with an international team (published in *Nature Communications*) on the first simultaneous teleportation of many pairs of light modes between two locations.

RESEARCH CENTRES HOSTED INTERNATIONAL DELEGATIONS:

- The Pollution Research Group hosted Bill & Melinda Gates Foundation representatives as well as field visits for the International Organisation for Standardisation and the South African Bureau of Standards international workshops
- The Centre for Water Resources Research and partners hosted delegations of North Sudanese water resources managers and decision makers as part of a United Nations Environment Programme small project agreement to strengthen capacity in catchment management

VARIOUS SCHOOLS AND CENTRES HOSTED RESEARCH AND OPEN DAYS:

- UKZN hosted the second Ukulinga Howard Davis Memorial Symposium on the topic of Food Security, with more than 200 participants and national and international presenters
- Electrical, Electronic and Computer Engineering (EECE) held a South African Institute of Electrical Engineers-EECE Research Day and an Open Day to display around 100 individual final-year projects
- Fountainhill Estate's research symposium released findings from UKZN research at the estate
- Mechanical Engineering exhibited 21 student designs at its Open Day

Staff and students travelled around the globe and the country, including Mr Trevor Lorimer of Electrical Engineering who was invited to Japan by the Tokyo Electric Power Services Company (TEPCO) to demonstrate UKZN's cable line inspection robot technology.

CAES and the College of Law and Management Studies hosted the sixth Allan Gray Achievement Awards Ceremony to recognise top achievers and build relationships with universities.

Twelve top achieving students from UKZN's Science and Engineering Access programme received Nedbank bursaries worth R1 020 000.

TEACHING AND LEARNING

Teaching and Learning (T&L) in the College continued to take centre stage in the daily activities of the T&L Committees at the different Schools. In 2017 the College exceeded its overall enrolment target, both in undergraduate and postgraduate numbers. The total number was 7 987 for undergraduate and 2 429 for postgraduates, against targets of 7 540 and 2 269 respectively. The total number of postdoctoral scholars was 186.

The College held five Graduation ceremonies, three in Westville and two in Pietermaritzburg, graduating 2 042 students, a significant increase from 2016. They comprised 128 PhDs, 299 Masters, 333 Honours and 1 240 Bachelors degrees, as well as 42 postgraduate diplomas.

Dr Vittorio Tramontin of Engineering received a University Distinguished Teachers' Award in recognition of his outstanding contribution to Teaching and Learning.

Two lecturers achieved firsts in their UKZN appointments - Dr Alaika Kassim was the first female Agricultural Engineer appointed as a lecturer in Bioresources Engineering, and Microbiology, while PhD graduate Dr Nontobeko Mvubu became the first Talent Excellence and Equity Acceleration Scholarship candidate appointed as a lecturer.

COMMUNITY OUTREACH

Community outreach initiatives included promoting STEM through the Siyanqoba Maths Training Programme, which trains 100 learners for the SA Maths Olympiad. A roadshow collaboration between Umjikelezo We-Science and STEC promoted science to 2 100 rural high school students, while leading KwaZulu-Natal scientists and academics joined the March for Science in Durban.

Chemistry hosted teachers and 74 learners from Mawele High School, and the Human Settlements, Engineering and eThekweni Transport Authority Trading Cluster, while CAES hosted more than 4 000 learners for a STEM Careers Symposium.

World Oceans Day made headlines through the School of Life Sciences' celebration arranged by PhD candidate Ms Refilwe Mofokeng.

Students in Construction Studies visited 60 children living in the Lakehaven Child and Youth Care Centre in Durban.

CAMPUS DEVELOPMENT

Sugar Milling Research Institute Chair in Biorefinery, Professor Annegret Stark, led a successful bid for an award of equipment to advance scientific research and teaching through the Seedling Labs 2017 Instrumental Access programme.

The School of Chemistry and Physics invested about R14 million in the Peptide Sciences Laboratory, and a Laser Chemical Vapour Deposition and Thin Films Laboratory facilities on the Westville campus.

Professor A Modi

Deputy Vice-Chancellor and Head of College

COLLEGE OF HEALTH SCIENCES

“A successful Academic Monitoring and Support Colloquium was hosted by the CHS, themed Sustainability of Academic Monitoring and Support for Student Success at the University of KwaZulu-Natal.”



Professor B Ncama
Deputy Vice-Chancellor and
Head of College

In 2017, transformation resulted in the appointment of prolific African women into key leadership roles in the College of Health Sciences (CHS).

Professor Busisiwe Ncama was appointed Deputy Vice-Chancellor of the College, Professor Sinegugu Duma was appointed College Dean of Teaching and Learning, and Professor Ncoza Dlova as an Acting Dean of the School of Clinical Medicine.

Another senior appointment was that of Professor Musa Mabandla as Dean and Head of the School of Laboratory Medicine and Medical Sciences.

A total of 98 PhD and 238 Masters students graduated - a huge achievement compared to the 59 PhD and 212 Masters students capped in 2016.

With permanent staff numbering 540 and a student complement of 6 546, the College managed a total main fund budget of R255 million, a clinical training grant of R63 million and a strategic funding allocation of R14 million.

RESEARCH

The Research Office supported 334 students in 2017 and spent more than R17 million on postgraduate scholarship grants.

A record number of 121 research abstracts were presented by staff and students at the two-day College Research Symposium. Research output increased significantly with the following five CHS staff members making it onto UKZN's list of Top 30 researchers - Professor Mahmoud Soliman (6), Professor Anil Chuturgoon (11), Professor Benn Sartorius (14), Professor Thavi Govender (15) and Professor Colleen Aldous (17). The number of rated researchers increased from 48 to 59.

Targeted efforts by the CHS in sourcing big grants yielded good results. The Dean of Research, Professor Moses Chimbari, was appointed as a Co-Deputy Director of the Tackling Infections to Benefit Africa (TIBA) project, a £7 million high impact and stakeholder-driven campaign. The project is led by the University of Edinburgh and involves nine African countries - South Africa, Botswana, Zimbabwe, Rwanda, Uganda, Kenya, Ghana, Tanzania and Sudan.

Professor Thumbi Ndung'u was awarded a R37 million grant by Gilead Sciences for a research project titled: The FRESH Study: Females Rising through Education, Support and Health (FRESH) Acute HIV Infection Cohort.

The Director of the Centre for Rural Health, Professor Inge Petersen, and her colleagues - Professor Arvin Bhana of the Medical Research Council and Professor Deepa Rao of the University of Washington - were awarded a research grant worth US\$2 955 303 by the National Institute of Mental Health to establish a research consortium with South Africa, Mozambique and Tanzania.

The College's former Deputy Vice-Chancellor Professor Rob Slotow received a multi-million rand grant over a period of five years from the Wellcome Trust, which fosters interdisciplinary research across three Colleges. Slotow's co-principal investigator is Deputy Vice-Chancellor of the College of Agriculture, Engineering and Science Professor Albert Modi, while Professor Busi Ncama is a collaborator.

The Sustainable and Healthy Food Systems (SHEFS) project is a multi-partner research consortium led by the London School of Hygiene and Tropical Hygiene. Partner organisations including UKZN, the University College London, the School of Oriental and African Studies and the Centre for Food Policy - both based at the University of London - the Food Foundation, the Royal Veterinary College and the Public Health Foundation of India.

Public Health Lecturer, Dr Themba Ginindza, received a grant of R8 million from the Bristol-Myers Squibb Foundation for a Multinational Lung Cancer Control Programme aimed at improving access to early diagnostic services, treatment and care for lung cancer.

Four CHS researchers - Ms Varsha Bangalee, Dr Bongani Nkambule, Dr Phikelelani Ngubane and Dr Onyameachi Azu - were awarded Thuthuka grants by the National Research Foundation (NRF).

AWARDS AND ACHIEVEMENTS

Professor Salim Abdool Karim and Professor Quarraisha Abdool Karim received the prestigious Lifetime Achievement Award from the Institute for Human Virology for their contributions to the global AIDS response. Quarraisha Abdool Karim was awarded an honorary doctoral degree by the University of Johannesburg and also appointed as a UNAIDS special ambassador for adolescents and HIV.

The South African Medical Research Council awarded Professor Thumbi Ndung'u and Professor Frank Tanser with gold medals for their innovative scientific contributions in the fields of HIV and tuberculosis research.

The Technology Innovation Agency and UKZN signed an agreement for the establishment of KRISP – the KwaZulu-Natal Research and Innovation Sequencing Platform. The platform, housed in the CHS, is led by Professor Tulio de Oliveira and aims to produce and analyse genomics data at the same speed and quality as top genomics centres around the world.

Human Physiology lecturer Dr Lihle Qulu was appointed as a Southern Hemisphere Region Representative for the Society of Neuroscientists of Africa.

Final-year Medical student, 24-year-old Dr Kumeren Govender, was awarded a 2018 Rhodes Scholarship for travel, living and study expenses at Oxford University in England.

Specialist Physician Dr Somasundran Pillay received the International Hospital Federation Global Excellence Award in Leadership and Healthcare in recognition of his PhD research work. He also won first prize in the category of Outstanding Achievement at the 2017 Minister of Health Services Awards for Innovation in his PhD work on Improved Regional Diabetes Care. On top of these achievements, Pillay was runner-up in the 2017 Board of Health Funders Titanium Awards.

TEACHING AND LEARNING

The College's Teaching and Learning Office hosted a conference titled: Decolonisation, Dignity, and Humanisation, with the aim of encouraging a discussion on the question of decolonising African Research and Teaching and Learning in the sphere of Health Sciences. The colloquium was hosted in partnership with the South African Medical Research Council; UNISA's Violence, Injury and Peace Research Unit; and UNISA's ISHS Transdisciplinary African Psychologies Programme.

A successful Academic Monitoring and Support Colloquium was hosted by the CHS, themed Sustainability of Academic Monitoring and Support for Student Success at the University of KwaZulu-Natal.

The decentralisation programme in the College, which has matured and added more sites and students, aims to produce fit-for-purpose graduates who can serve the country's needs in line with the National Health Insurance requirements. The majority of programmes at the School of Health Sciences successfully placed students in the Decentralised Training programme. For the first time, Physiotherapy came on board and eagerly joined the training sites at the Madadeni, Newcastle, GJ Crookes, Port Shepstone, Murchison and Ngwelezane hospitals.

The entire fifth-year Medical curriculum now takes place in Pietermaritzburg. Medical students are also placed in Lower Umfolozi Queen Nandi Hospital, Ngwelezane Hospital in Empangeni as well as a number of rural hospitals around KwaZulu-Natal.

COMMUNITY OUTREACH

As part of its student recruitment strategy, the College targeted more than 2 500 of KZN's top Grade 12 learners from quintile 1-3 rural schools. In partnership with the Department of Basic Education, districts visited included Zululand, Ulundi, Vryheid, uMkomazi, Uthukela, iLembe, Sisonke and Ugu.

The Department of Dermatology participated in an outreach initiative to raise awareness on albinism and skin care. This event was a joint initiative by the Albinism Society of KwaZulu-Natal, UKZN's Department of Dermatology and Gagasi FM.

Final-year Audiology students took to the streets of Clermont in Durban to celebrate World Hearing Day with the aim of raising awareness and promoting ear and hearing care across the world.

Fourth-year Occupational Therapy students conducted a C.A.R.E Project aimed at ensuring the wellbeing of caregivers who work at Muthande Society for the Aged in the Clermont Community of KwaDabeka.

The students also ran a youth-focused community engagement project titled: Girls on Fleek!, aimed at Grade 8 and Grade 9 female learners from Mariannridge High School. The project focused on issues facing the youth especially teenage pregnancy and substance abuse.

UKZN's South African Medical Students Association held a march to raise awareness about gender-based violence and to promote gender equality and the empowerment of women. The event was supported by the Treatment Action Campaign, the Centre for the AIDS Programme of Research in South Africa, the South African Medical Association, the eThekweni Municipality, She Conquers, the Higher Education and Training HIV and AIDS Programme, and the Africa Health Research Institute.

Professor B Ncama

Deputy Vice-Chancellor and Head of College

COLLEGE OF HUMANITIES



Professor S Mutula
Deputy Vice-Chancellor and Head
of College (Acting)

“In 2017, a total of 5 300 candidates graduated through the College. Of these, 1 900 were postgraduates, with 156 receiving doctorates.”

Impressive achievements in a wide variety of areas in 2017 are an indication of the continuing commitment to transformation and excellence at the College of Humanities.

In 2017, a total of 5 300 candidates graduated through the College. Of these, 1 900 were postgraduates, with 156 receiving doctorates.

COMMUNITY ENGAGEMENT

HIGHLIGHTS OF THE YEAR INCLUDED:

- The award of a Doctor of Music degree to South African musician, Hugh Masekela at a Graduation held at the Westville campus Sports Centre on 3 April 2017. Masekela, who has since passed on, is remembered as an African music legend and political struggle icon whose campaign through music played an important role in the liberation struggle
- News that the College will host uMabatha (the isiZulu version of Shakespeare's Macbeth) during the Nelson Mandela Centenary Celebrations in 2018. Mandela recognised the importance of

uMabatha in promoting African culture and its recognition as the 'Zulu Macbeth'. The uMabatha revival will be performed and streamed worldwide from the open-air amphitheatre on the Howard College campus on October 2018. International celebrities, political leaders, artists and other prominent personalities will attend

- College staff refurbished the library at the St Martins Diocesan Home for Children in Glenwood, Durban, as a contribution towards Mandela Month. The home was chosen as a community engagement project as it provides a safe haven for 80 abused, abandoned or neglected children. College staff donated books, painted the library, catalogued books, cleaned the building, donated groceries and established a bright and colourful reading corner
- The Centre for Creative Arts hosted the Time of the Writer Festival; the Durban International Film Festival; JOMBA! Contemporary Dance Experience; as well as Poetry Africa. The festivals attracted more than 50 000 local and international guests, including well-known literary and film personalities

INTERNATIONALISATION/ PARTNERSHIPS

The College re-established strategic partnerships with the following international agencies: The Andrew W Mellon Foundation, New York; Bayreuth International Graduate School of African Studies (BIGSAS), University of Bayreuth, Germany; the Mauritius Institute of Education; and the South African-Nordic Centre (SANORD).

The College hosted the Scientific Director of the Comparative Research Programme on Poverty (CROP), Professor Alberto Cimadamore; and First Secretary for Political Affairs, Ms Tomika Konditi, at the United States Embassy in Pretoria, as part of a transformation lecture series.

EMPOWERING PEOPLE

The College promoted 12 academics – three being female academics who were promoted to senior lecturers while four female and five male academics were promoted to associate and full Professor levels.

STAFF EXCELLENCE

During 2017, Durban was awarded the status of a UNESCO City of Literature through the relentless efforts of Mr Darryl Earl David of the School of Arts who was the Executive Director of Durban's bid for the coveted recognition. Durban now joins the prestigious list of 21 other cities which enjoy the same status, including Prague, Dublin, Iowa City, Baghdad and Barcelona.

Professor Deevia Bhana of the School of Education received a B2 rating from the National Research Foundation (NRF); Professor Kathleen Pithouse-Morgan of the School of Education was elected to serve as Chair-Elect of the Self-Study of Teacher Education Practices Special Interest Group (SIG) of the American Educational Research Association (AERA); and Professor Michael Samuel launched a research supervision wheel to help early career supervisors to gain supervision skills.

Drama and Performance Studies lecturer in the School of Arts, Ms Liane Loots, received the Ordre des Arts et des Lettres from the French Government. The award is bestowed on individuals in recognition of their significant contributions to the Arts. Only three such medals were awarded in South Africa in 2017. Considered a knighthood by the French government, the medal is given to those who have, through their on-going work, supported the partnership with French and Francophone African artists.

The Director of the Centre for Creative Arts (CCA), Mr David wa Maahlamela, was on the Mail & Guardian's list of 200 Young South Africans in the Film and Media category. The list highlights young stars who are shaping the country's future.

Professor Thabo Msibi (34) of the College of Humanities became the youngest university Dean in South Africa when he was appointed Dean and Head of UKZN's School of Education. Msibi was interviewed on SABC's Morning Live. His story also featured in national and provincial newspapers.

Lecturer Nosipho Bele made it into The Young Independents (TYI) Top 100 list.

STUDENT EXCELLENCE

Opera student, Ms Avuya Ngcaweni, was the 2017 recipient of the Shooter Voice Bursary Fund which covers her tuition for the duration of her three-year degree as well as the costs of instruments and books; while Architecture student, Mr Jean-Pierre Desvaux de Marigny, won the R50 000 first prize in the Corobrik Architectural Awards competition.

Master's student in Philosophy, Mr Phila Mfundo Msimang was named the 2017 recipient of the Canon Collins Scholar of Scholars award. Funded by alumni of the Canon Collins Scholarship Fund, recipients are selected by alumni seeking to find and support exceptional individuals who, "embody and can meaningfully contribute to the Trust's vision of an open and just society".

PhD student in Applied Ethnomusicology Mr Eric Sunu Doe won the Ivan Karp Doctoral Research Award under the African Critical Inquiry Programme for 2017; second-year Music student Ms Slindile Dlamini was the recipient of the 2017 Southern African Music Rights Organisation (SAMRO) Special Undergraduate Bursary for study in music performance, while Architecture students Mr Lwazi Ncanana, Mr Nhlanzeko Mbatha and Mr Camrin Plaatjes were part of the Top 10 in the prestigious PG Bison 1.618 competition. Plaatjes won R10 000 for finishing third, while Mbatha and Ncanana each received a R2 000 cash prize.

Professor S Mutula

Deputy Vice-Chancellor and Head of College (Acting)

COLLEGE OF LAW AND MANAGEMENT STUDIES



Professor M Reddi
Deputy Vice-Chancellor and
Head of College (Acting)

“Global trends in Management, IT and Governance in an e-World, was the theme of a joint multidisciplinary international conference hosted in November by the College in partnership with the Open University of Mauritius.”

The College of Law and Management Studies (CLMS) achieved highly in a variety of spheres during 2017, showing once again it has a great deal to be proud of.

ACHIEVEMENTS

The College received full accreditation for its Bachelor of Laws Degree (LLB) - a Programme offered by the School of Law. The accreditation by the Council on Higher Education, following a rigorous national review of the Programme in 2016, was significant considering UKZN is one of only three universities in South Africa to receive full accreditation of the LLB programme. To maintain its high academic standing, the School is working tirelessly to enhance the diversity of its staff profile, address the issue of providing capacity to develop students' research and writing skills and re-curriculate its LLB Programme to reflect the outcomes of its decolonisation and Africanisation project.

The School of Accounting, Economics and Finance excelled in the South African Institute of Chartered Accountants (SAICA) Board Examinations. The UKZN pass rate improved from 69% in 2016 to 73% in January 2017 while for first-time candidates, a pass rate of 78% was achieved.

Meanwhile, the Graduate School of Business and Leadership (GSB&L) was placed third by the Professional Management Review in the 2017 annual rankings of accredited business schools. The School achieved a mean score of eight out of a possible 10.

RESEARCH

The College celebrated the graduation of 60 PhDs at the 2017 UKZN Graduation ceremonies – the highest number in the College's history. With 19 staff members receiving their doctorates in 2017, the number of staff with doctoral degrees increased, an indication of the exceptional calibre of academics who are teaching our students.

College academics, Professor Muhammad Hoque of the GSB&L as well as Professor Ziska Fields and Professor Krishna Govender of the School of Management, Information Technology and Governance, featured in UKZN's list of Top Performing Researchers for 2016. Hoque was also ranked first in the Top 10 Young Published Researchers (40 years and younger) in 2016.

Dr Patrick Eba of the School of Law and Mr Adebayo Kutu of the School of Accounting, Economics and Finance were both among UKZN's Top 10 Published Students for 2016.

The College Research Day, held in September under the theme: Creating Knowledge through Quality Research, was for the first time attended by students and academics from other KwaZulu-Natal based Institutions of Higher Education, including the University of Zululand and the Durban University of Technology.

Global trends in Management, IT and Governance in an e-World, was the theme of a joint multidisciplinary international conference hosted in November by the College in partnership with the Open University of Mauritius. The Conference featured 123 research papers presented by students from the two host countries of South Africa and Mauritius as well as others from Zambia, Tanzania, Zimbabwe, Botswana, Nigeria and India.

TEACHING AND LEARNING

A highlight of the 2017 Graduation ceremonies was the presentation of the UKZN Distinguished Teachers' Award to Dr Cecile Gerwel-Proches of the GSB&L in recognition of her outstanding contribution to Teaching and Learning.

The decolonisation of the curriculum was the focus of the College Teaching and Learning Day held in October with the event offering a platform for reflection and discussions on how the College can adopt strategies to foster quality teaching and enhance students' learning experiences. The event also presented an opportunity to highlight and promote the important role of academic literacy through the launch of the College Book Drive aimed at instilling a culture of reading among students. Books of all genres, collected from donors and well-wishers, are available to students through the College's revamped Writing Place. The revamping was itself a strategy to ensure that the Writing Place is a sanctuary where students can get motivation and upliftment.

The debate on the decolonisation of the curriculum was taken further by the School of Law's Focus Group working on the Decolonisation and Africanisation of the LLB Curriculum Project when it discussed practical steps to decolonise and Africanise the LLB programme, including the role that can be played by staff in this respect. The Focus Group also hosted Professor Ndumiso Dladla from UNISA who delivered a presentation at the end of October titled: A Critique of Liberal Conceptions of Racism.

The School of Accounting, Economics and Finance received Professional accreditations from the Chartered Institute of Management Accountants (CIMA) and the Financial Planning Institute (FPI) for its existing and new programmes. Discussions are at an advanced stage to obtain the Association of Chartered Certified Accountants (ACCA) accreditation for its BCom (Accounting) programmes.

ACADEMIC STAFFING

In line with the College's principle of "growing its own timber", six academics on the Accelerated Academic Development Programme obtained PhDs and were credentialed to lecturer. Four lecturers were promoted to senior lecturer, and seven senior lecturers to associate Professor through either the recruitment or academic promotion processes. One tutor was credentialed to lecturer. These are encouraging developments and hopefully the trajectory will continue going forward.

COLLEGE ACADEMICS SERVE ON EXTERNAL BODIES

The College acknowledges the contribution made by academics who have been nominated to and participate in various external boards, commissions, panels and other similar bodies as this reaffirms that College academics are nationally recognised as experts in their fields.

- Law Lecturer Mr Maropeng Mpya was selected by the Society for Law Teachers of Southern Africa Association (SLTSA) to serve as its representative on the Magistrates' Commission. He will serve on the Commission for a three-year term within the Ethics sub-committee as well as the Legislation sub-committee
- Tax lecturer Mr Goolam Mahomed Gani was appointed a member of the Tax Court - a specialised court of law which hears and adjudicates tax-related disputes and issues and is constituted in accordance with section 118 of the Tax Administration Act No. 28 of 2011
- Consumer Law expert Professor Tanya Woker was reappointed to serve another five-year term at the National Consumer Tribunal

CLMS STUDENTS EXCEL

BCom Accounting *summa cum laude* graduate Ms Jyoti Maharaj trumped some of the country's top young Accounting minds by finishing second in SAICA's Initial Test of Competence.

Meanwhile, Law graduates Ms Shamila Mpinga and Ms Simone Gray were awarded the prestigious Mandela Rhodes Scholarship to further their legal studies abroad.

COMMUNITY ENGAGEMENT

The School of Management, Information Technology and Governance in partnership with the Department of Higher Education and Training (DHET) hosted UKZN's first Student Entrepreneurship Week (SEW) in 2017. SEW is a national initiative hosted by various universities in partnership with the Department aimed at raising awareness about Entrepreneurship as a career. Championed by Entrepreneurship lecturer Ms Lindiwe Kunene, who is also the Deputy Chair for the Student Entrepreneurship Community of Practice with Entrepreneurship Development in Higher Education (EDHE), the four-day event saw various programmes being run by the College of Law and Management Studies; the College of Agriculture, Engineering and Science; and InQubate on the Westville, Howard College and Pietermaritzburg campuses. Projects such as SEW are vital in instilling a culture of entrepreneurship among students, which will lead to local economic development in the long run.

The Governor of the South African Reserve Bank, Mr Lesetja Kganyago, visited the GSB&L and delivered a public lecture on Monetary Policy to postgraduate students.

School of Accounting, Economics and Finance academic Dr Msizi Mkhize continued to spread his love for Mathematics and Accounting through presentations at various high schools across KwaZulu-Natal. His interventions included examination preparation workshops, Saturday classes and teacher development workshops. The Teaching and Learning Unit offered tutorials in Mathematics, Accounting and Physical Sciences to Grade 12 learners at KwaNxusa High School in Eshowe. The initiative, funded by Citi Foundation, was aimed at preparing learners for their examinations and assist the school with improving its pass rate, which will in turn ensure learners meet UKZN's entrance requirements.

Professor M Reddi

Deputy Vice-Chancellor and Head of College (Acting)

CORPORATE RELATIONS

ACCOUNTABILITY

“The Schools Liaison Unit markets UKZN’s undergraduate programmes to learners, educators and parents. Its recruitment drive is supported by community radio stations in different provinces.”



Ms N Zondo
Executive Director:
Corporate Relations (Acting)

The Corporate Relations Division (CRD) is the custodian of University of KwaZulu-Natal’s (UKZN) brand. Through its public relations activities, the Division ensures that the University’s reputation, community engagement, vision, mission and research activities are highlighted and promoted.

The CRD comprises several units which provide a variety of services to the University.

ALUMNI RELATIONS

The Alumni Relations Office continued to establish and maintain an on-going and mutually beneficial relationship between the University and its graduates, both locally and internationally. A combination of advanced and cutting-edge electronic communication options and portals and exciting new events/activities established and maintained relationships with international and local alumni.

During 2017, Alumni Relations interacted with its 156 785 current alumni (148 000 local and 8 785 international), through 29 alumni-related events, a monthly e-newsletter to more than 74 000 online-active alumni in 120 countries, and through seven Facebook

pages, Twitter, LinkedIn and SMSs. The Office responded to 3 187 emails from alumni and undertook 48 VIP alumni interactions.

EVENTS AND COMMUNITY ENGAGEMENT

CRD’s Events Team hosted a total of 50 events during 2017, either in totality or in the form of assistance offered to the University’s divisions and departments. Highlights included the April and September Graduation ceremonies which saw a total of 11 651 degrees conferred; UKZN’s prestigious Scholarship Awards Ceremony on 23 August that honoured top performing undergraduate and postgraduate students; the annual Albert Luthuli Lecture on 25 November where former President of Botswana, President Festus Mogae spoke on the theme of: Luthuli Remembered; two very successful Town and Gown events in the latter part of the year that aimed to build relations with the University’s Pietermaritzburg and Durban-based external stakeholders; the annual Research Awards Dinner on 1 December; and the Installation of UKZN’s new Chancellor, Chief Justice Mogoeng Mogoeng on 13 December 2017.

GRAPHIC DESIGN AND PHOTOGRAPHY

This creative team monitors and ensures the correct use of the UKZN Corporate Identity Manual. The team designed material for the following annual projects during the course of 2017:

- Parents' Day
- Open Day
- Graduation
- Golf Day
- Schools Brochures
- Invitations to events/workshops/seminars
- Posters and pamphlets
- The Chief Albert Luthuli Memorial Lecture
- Installation of UKZN's new Chancellor

INTERNATIONAL RELATIONS

During 2017, about 2 641 international students from 82 different countries registered at UKZN, with the biggest cohort from Zimbabwe (862). International Relations assisted with the registration and orientation of these students and hosted two successful Cultural Days to celebrate the diversity of cultures at the University. A workshop was held to assist UKZN administrative staff with immigration processes related to studying at the Institution.

International Relations oversaw a total of 66 international partnerships in 16 countries during the period under review. These partnerships enable two-way global student and academic exchange. UKZN's major exchange partners include the University of Calgary in Canada; the University of Erlangen Nuremberg in Germany; the Pitzer College in the United States; University of Tours in France; and the University of Oslo, Norway.

MARKETING

Two internal audit reports undertaken during 2017 focused on the UKZN brand and the University's marketing strategy. A survey was also conducted on perceptions of the brand among internal and external stakeholders. Taking this feedback into account, the Marketing Unit launched 10 marketing campaigns, including the very successful UKZN Student Brand Ambassador campaign, and the branding of the UNAIDS 90 90 90 Fun Run/Walk. Strategic projects included updating the University's corporate video and corporate identity manual. A total of 22 print advertisements were placed, targeting student enrolment, business, as well as tourism and hospitality publications.

MEDIA

The media team responds to media queries and issues press releases to showcase achievements at the University. Annual networking events are organised with journalists and editors. During the course of 2017, positive publicity was received for the Chief Albert Luthuli Memorial Lecture, the Installation of the Chancellor, Graduation ceremonies, Engineering Open Day and many other high profile University events.

PRODUCTION

The Production Unit offers services to the University community in three main areas - video recording, post-production and facilities. Facilities include TV studios, an Outside Broadcast Vehicle (OBV) and digitisation for duplication and conversion of media, for example, tape to DVD or mass duplication of DVDs.

The Unit's key focus area is capturing events. During the course of 2017, these included public lectures and talks, memorial lectures, book launches, graduation ceremonies, inaugural lectures, conferences and workshops and colloquiums. Most recordings take place on location across campuses or conference venues around KwaZulu-Natal.

For record purposes, CDs are made of all completed work. The CRD Repository also includes the more than 40 000 photographs captured each year.

PUBLICATIONS

The Publications Unit produced a variety of publications in 2017 to showcase excellence at the University.

UKZN @ a Glance, a snapshot of the University's activities, provided a portable snapshot of the University.

The University's Community Outreach publication highlighted responsible community engagement by staff and students, while the 2016 Research Report highlighted the many inspiring research achievements by staff and students and provided a general assessment of the state of research at the University.

A total of 63 editions of *UKZNdabaOnline* were published, featuring 1 022 articles. The Publications Unit planned a revamp of *UKZNdabaOnline* in line with the University's four research flagships.

The Annual Report 2016 - a statutory document - was submitted to DHET, other government departments, donors and international partners.

UKZNTOUCH, a magazine primarily aimed at UKZN's alumni, showcased the latest research developments, profiled prominent alumni activities and highlighted University achievements.

SCHOOLS LIAISON

The Schools Liaison Unit markets UKZN's undergraduate programmes to learners, educators and parents. Its recruitment drive is supported by community radio stations in different provinces.

The Schools Liaison team visited 165 schools and attended 54 career exhibitions during 2017 to promote study opportunities at UKZN, explain entrance requirements and processes, and provide information on financial aid. Schools targeted included previously disadvantaged quintile 1-3 schools as well as better resourced quintile 4-5 and private schools. Whilst the team focused its main recruitment activities on KwaZulu-Natal as this is UKZN's main feeder area, outlying provinces including Mpumalanga, Limpopo, the Free State and the Eastern Cape were also targeted, as well as the neighbouring countries of Lesotho and Swaziland. The University opened its doors to prospective students with two Open Days on 6 May and 13 May on the Pietermaritzburg and Westville campuses respectively, attracting several thousand learners. A breakfast and information session was also hosted for principals and educators as a strategic initiative to build the UKZN brand.

SOCIAL MEDIA

A social media audit on UKZN's social media platforms resulted in a complete overhaul of these online communication tools during 2017 and training of CRD staff in social media communication capabilities and techniques. Through targeted social media campaigns aimed at our staff and students, UKZN's main Facebook page recorded 105 735 likes by the end of 2017; while a base of 101 288 LinkedIn followers was established.

WEB MANAGEMENT

The web team created the Occupational Therapy (OT) Conference site (<http://otsymposium.ukzn.ac.za/>). Training was provided and more features were added to the site, e.g. social media plugins and online registration. The CHART site on the Ubuntu Platform (<http://chart.ukzn.ac.za/>) was completed alongside a bibliographic database (open access). Training videos were completed and the Strategic Plan publication was converted to a WordPress web publication which makes it easier to read online (<https://strategicplan17-21.ukzn.ac.za/>). The Registration Portal was created in December to place University-wide registration information in a central spot.

We were pleased to announce the revamp of the UKZN website and migration to the WordPress platform which was launched on 26 April 2017. The new website design is user-friendly, responsive to various screen sizes and mobile devices and employs the latest trends in displaying news, events, research, notable alumni, open access as well as integrating social media.

UKZN Foundation revamped website was launched. This was well received and saw an increase in users. Users were trained on WordPress and templates were created for them to update their sites. One-on-one training was also provided on request.

The web team designed and issued the weekly *UKZNdabaOnline*, four Spring Graduation Special Editions and four Scholarship Awards Special Editions. Thousands of notices were received and issued.

The Migration to WordPress project started in October 2017 and 130 sites were migrated onto the development server. All sites have been given Hypertext Transfer Protocol Secure (HTTPS) status, a new requirement for Google's "safe site" list. This ensures secure communication over the network.

The Information and Communication Services Division (ICS) played a role by creating 150 test Domain Name Services (DNSs) on the development server and 100 on the production server.

Ms N Zondo

Executive Director: Corporate Relations (Acting)

HUMAN RESOURCES

“Policies on Gender-Based Violence and Sexual Harassment were approved in order to address gender issues and discrimination within the University.”



Mr K Gobardan
Executive Director: Human Resources (Acting)

INTRODUCTION

In 2017, the Human Resources (HR) Division focused on ensuring that its people programmes were compatible with UKZN's new Strategic Plan 2017-2021. HR played a critical role in the development of the new strategy to help ensure the realisation of UKZN's aspiration to become an Employer of Choice for staff. The 2017-2021 strategy came into effect towards the end of 2017 with HR programmes aligned to the new strategy as well as taking into account the anticipated priorities therein.

In its previous strategy, the University had identified and prioritised Goal 6 - to be an employer of choice for staff - and for the duration of this Strategy there was a focus on entrenching a culture of high performance to ensure that institutional strategic goals were met. HR focused on initiatives that aimed to simplify its policies, processes and systems. A significant amount of time was invested in driving the programme towards one set of Service Conditions.

A major highlight in 2017 was the approval of the Broad Banding Process, due for implementation in 2018/19, which aims to provide promotional opportunities to employees in the Professional Services sector. Policies on Gender-Based Violence and Sexual Harassment were approved in order to address gender issues and discrimination within the University.

SINGLE SET OF CONDITIONS OF SERVICE

The University acknowledges that the historical coexistence of several Conditions of Service for staff had the consequential effect of treating its staff unfairly, creating animosity and unhappiness amongst staff and, despite its remuneration strategy, inadvertently perpetuated disparate remuneration and benefits for those categories of staff doing the same work or having equal workloads. This level of inequity could only be addressed through a single set of Conditions of Service applicable to all staff.

The process to address a single set of Conditions of Service for all staff has been ongoing without success for many years. A major breakthrough was achieved in 2017 with Unions and Management finally agreeing on a Single set of Conditions of Service for the Institution.

Whilst the outcomes were positive in most of the areas, some of the changes to the existing Conditions of Employment are premised on the reduction of the University's liability in the longer term, specifically in relation to accumulative leave liabilities which is currently estimated at approximately R180 million. In these instances, there may be potential short-term financial and cash-flow implications for the University in order to ensure longer-term sustainability. It must also be noted that in all circumstances, staff fund and benefits are to be converted to a total cost of employment i.e. one remuneration model.

INTEGRATED TALENT MANAGEMENT

The Integrated Talent Management (ITM) Policy aims to facilitate and promote the attainment of institutional objectives through a process of identifying, attracting, nurturing, developing and retaining talent across UKZN. ITM integrates processes for performance management, development and talent mapping/career pathing for employees as well as retention and engagement programmes. The process gained ground and the 2016 cycle was finalised during 2017. Just more than 78% of employees completed their talent mapping while 96.52% of them finalised their performance agreements. A total of 1 539 employees received performance bonuses and 67 received a performance pay progression.

The performance moderation (PM) and individual talent review process were successfully concluded in May/June. This process addresses consistency and fairness in the PM process as well as a review of individual talent in various Colleges and divisions in order to ensure that employees are talent mapped and developed according to the discussions held with line managers and outcomes of talent forums. A sampling approach is used with the principle of ensuring that decisions taken are also applied to employees who were not sampled during the process.

Colleges and Divisions held their Talent Forums and completed their Talent Plans which culminated in the University holding its second University Talent Forum, during which plans were presented and decisions were made to ensure tangible outcomes for engaging with the process in terms of attraction, retention and development practices. The University is still not up to speed with effective succession planning.

Key changes in the review of the ITM Policy and Procedure Guidelines included:

- The alignment of a timeline to the academic year, i.e. January to December annually
- The performance rating scale changed to a five-point rating scale
- All subordinates now participate in evaluating their leader in a 360° leadership assessment
- The weighting of the leader in the 360° leadership assessment is now the same as that of subordinates and peers
- The potential rating scale on the performance-potential matrix (P-P Matrix) changed from mastery, growth and turn to low, medium and high
- The names of the blocks on the PP Matrix were changed to align with the UKZN context
- Employees and line managers are now required to enter comments on the system during performance rating to aid the moderation process
- The mid-year review no longer has a numbered rating scale - has been replaced with "on track" and "not on track"

TALENT ATTRACTION

In line with the transformation imperatives of South Africa, the scarce and critical skills within UKZN as well as imperatives from the Department of Higher Education and Training, attraction programmes have focused on transforming the workforce in the academic sector. The programmes for emerging academics, as outlined below, is thus critical.

ACCELERATED ACADEMIC DEVELOPMENT PROGRAMME (AADP)

The AADP aims to transform the Academic Sector through the accelerated development and promotion of emerging academics. There were 83 developmental lecturers or lecturers within the AADP as at November 2017 compared to 109 in 2016. Twenty lecturers have been credentialed into full lecturer roles.

NEW GENERATION OF ACADEMICS PROGRAMME (NGAP)

There are currently 12 NGAP lecturers – from the Disciplines of Plant Pathology; Occupational Therapy; IsiZulu Studies; Education; Physical Chemistry; Architecture; Nursing; Chemistry; and Physics and Engineering. In total, the University has been awarded 13 NGAP posts worth R23 130 206 (R13 049 274 in Phase 1: 2015; R9 330 932 in Phase 2: 2016; and R7 500 000 in Phase 3: 2017).

GRADUATE DEVELOPMENT PROGRAMME (GDP) AND TALENT EXCELLENCE AND EQUITY ACCELERATION SCHOLARSHIP (TEAEAS) AND EDTPSETA BURSARY

Launched in 2014 and supported by the Council-approved Talent Excellence and Equity Acceleration Scholarship (TEAEAS), the Graduate Development Programme (GDP) aims to identify potential talent at student and graduate level who could become future academics at UKZN. As at December 2017, 35 students had enrolled in the programme, with nine of the students funded by the EDT-SETA. Three students from the programme were credentialed/appointed into full lecturer positions.

The University's HR Division successfully exhibited in five career exhibitions organised by the various Colleges in May and August to promote UKZN as an employer of choice for students, with a total of 862 students showing interest in becoming academics at UKZN. The current GDP students assisted in the events.

HR continues to support the programme for emerging academics through the removal of barriers and identification of concrete support and development for academics in order to ensure success.

The overall attraction statistics are reflected in Table 1:

Table 1: Attraction Stats by Gender and Race

Attraction 1 January 2017 To 31 December 2017											
Occupational Levels	African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
(Grade 1 - 3)	0	0	0	0	2	0	0	0	0	0	2
(Grade 4 - 5)	1	1	0	0	2	0	0	0	0	0	4
(Grade 5 - 6)	5	0	0	0	1	1	0	1	3	1	12
(Grade 7 - 11)	47	3	8	5	60	0	12	6	7	7	155
(Grade 12 - 15)	15	0	1	0	25	1	2	4	0	0	48
TOTAL PERMANENT	68	4	9	5	90	2	14	11	10	8	221
TEMPORARY EMPLOYEES	492	10	85	108	681	41	133	145	37	19	1 751
GRAND TOTAL	560	14	94	113	771	43	147	156	47	27	1 972

TALENT RETENTION AND ENGAGEMENT

The goal of employee retention and engagement strategies at UKZN is to ensure that all employees are engaged and retained, performing optimally, developing as well as growing in their careers with the aim of building sufficient capability and talent for now as well as for the future of the University.

some flexibility into the performance management process by ensuring that both the quantity and quality of work are considered. The Mid-Year Review for 2017 was concluded in August 2017 at a compliance level of 61.90%.

After the moderation process, 281 (10.33%) employees had no performance agreements, while 394 (14.75%) performed below expectations. A total of 1 827 (68.42%) employees met or exceeded expectations and 173 (6.47%) demonstrated outstanding performance and achieved a rating of 4.

NEW EMPLOYEE ONBOARDING (INDUCTION)

Four New Employee Onboarding sessions were held during which the Vice-Chancellor and Principal welcomed new employees into the University and shared the University strategy and vision with them. A total of 152 new employees were inducted into the University and trained on the Integrated Talent Management process and afterwards treated to a spa pampering session.

INDIVIDUAL TALENT REVIEWS AND COLLEGE/DIVISIONAL FORUMS

Individual Talent Reviews and Talent Forums were aligned to the performance moderation process. This is the process where the performance and potential for future roles of employees are reviewed with the view of mapping their career path and progression within UKZN, both in terms of academic ranks or professional services. This is based on the talent discussions held with their Line Managers during the 2016 final performance assessment process. Development initiatives are identified for each employee. Employees mapped on the leadership pathway are considered as a succession talent pool for leadership. The talent mapping compliance is sitting at 73.37%, which is a significant improvement. Only 19.14% employees were mapped on the leadership pathway.

PERFORMANCE MANAGEMENT

Performance Management is well established at UKZN, and the University began its review in order to encourage collaboration and teamwork; ensure alignment between individual performance, College/Divisional and Institutional performance; as well as introduce

Following individual talent reviews each College/Division held their Talent Forums and concluded their talent plans. The University Talent Forum sat on 28 September 2017. This process ensures that Talent and Succession Plans are crafted focusing on strategies for attraction, development and retention of employees, taking into account the University Strategy.

EMPLOYEE WELLNESS

Wellness days were held across all campuses, and financial and stress management workshops were launched for the first time on all campuses. The Wellness programme ended on a high note with Professor Quarraisha Abdool Karim addressing staff and students at a World AIDS Day gathering.

In addition, the University completed an audit of employees with disabilities in 2017 in order to ensure that appropriate plans are put in place to support their full participation in all endeavours within UKZN, in a manner that is based on dignity and respect for their rights. The system was enhanced to ensure accurate reporting of

employees with disabilities so that reasonable accommodation can be effected where appropriate.

EMPLOYEE ENGAGEMENT SURVEY

Employee engagement is critical to the success of the University. Employee engagement 2017 was concluded in March, and the results were communicated University-wide. The overall average Employee Engagement Survey score for UKZN, across all dimensions, was 46% against the benchmark of 59%. Each College/Division facilitates the implementation of recommendations.

ACADEMIC PROMOTIONS

The academic promotions process was concluded and 34 academics were promoted to the next level effective from January 2018 (see Table 2 and Table 3). The process to review the Academic Promotions was initiated by the Senior Academic Promotions Committee Task Team with the view to enhance the process and remove barriers for progression.

Table 2: Academic Promotions (Successful) Stats by Gender and Race

African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
1	0	9	1	0	1	7	3	10	2	34

Table 3: Academic Promotions (Unsuccessful) Stats by Gender and Race

African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
2	0	4	0	0	0	2	2	2	0	12

TALENT DEVELOPMENT

A total of 1 407 employees participated in learning programmes offered by the Human Resources Department (HRD) and funded by the EDTP-SETA, other SETAs, the Teaching Development Grant as well as the Research Office. An HR Learning Management System (LMS) was procured in order to ensure that employees are able to create their PDPs, book themselves on courses, confirm completion and access online courses. Table 4 summarises the training programmes offered and the number of employees who participated.

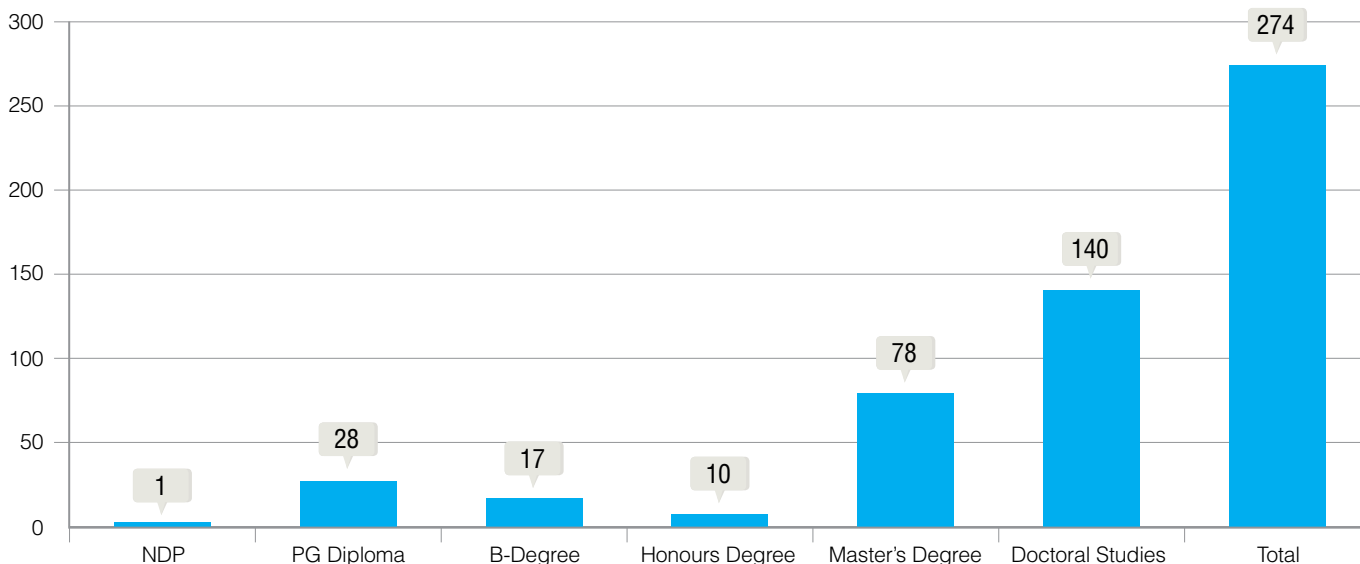
Table 4: Summary of Training

Programme	Number of Employees
Leadership Development Programme (LDP)	9
Managing for Impact (MFI)	8
UNISA Studies	6
General Training	418
English Literacy	62
University Education Induction Programme (UEIP)	520
University Research Induction (URIP)	384
Total	1 407

TUITION REMISSION

The diagram below shows tuition remission by degree of study.

Tuition Remission by Qualifications 2017

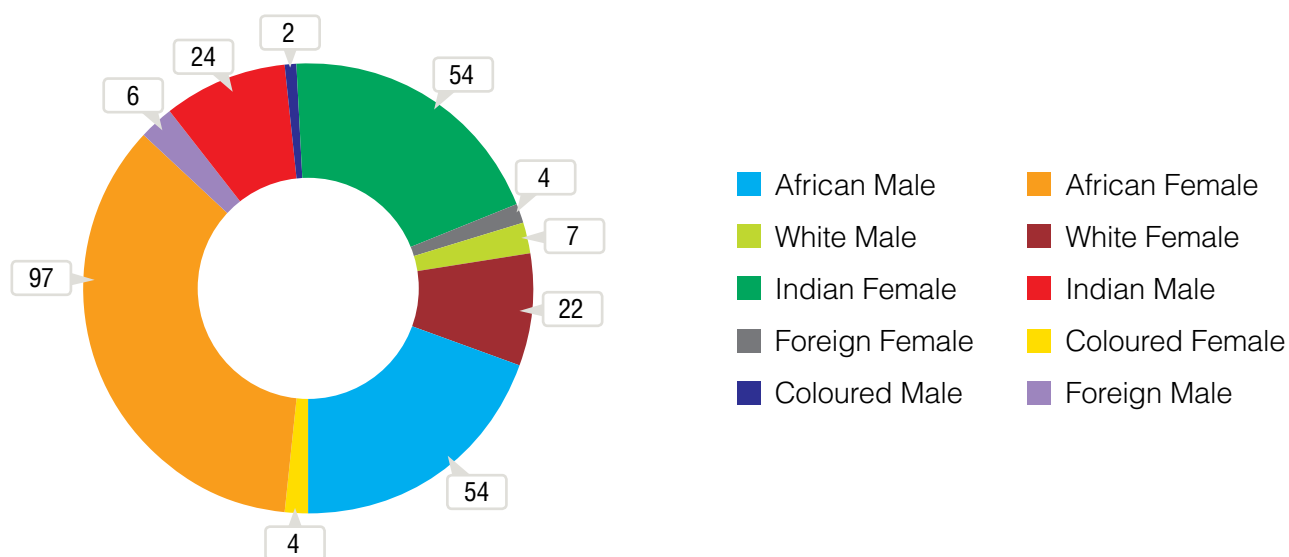


As indicated in the above diagram, 274 employees (6.95% of permanent employees) were on a tuition remission arrangement, a decline from 12.04% in 2016. About 140 employees are enrolled for PhD studies, with 67 of these being Black Africans.

Tuition remission involved a total of R4 378 366.

The diagram below shows tuition remission by race and gender.

Tuition Remission 2017 by race and gender



TRANSFORMATION, DIVERSITY AND INCLUSION

TRANSFORMATION AND EMPLOYMENT EQUITY

The University has made progress in terms of transforming its workforce at Executive Management level (level 1-3). Overall, the University remains under represented in the area of Black African employees while all other groups are over-represented, including foreign employees (see Table 5).

OVERALL STAFF PROFILE

Table 5: Overall Workforce Profile as at 31 December 2017

Overall Workforce Profile as at 31 December 2017											
Occupational Levels	African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
Grade 1 - 3	2	0	2	1	3	0	0	0	1	0	9
Grade 4 - 5	9	1	5	8	7	1	5	2	5	2	45
Grade 5 - 6	24	5	60	46	26	6	44	35	73	12	331
Grade 7 - 11	412	32	292	119	582	68	425	212	120	46	2 308
Grade 12 - 15	118	2	50	1	99	9	18	15	3	1	316
Grade 16 - 18	401	0	10	0	581	0	4	0	0	0	996
TOTAL PERMANENT	966	40	419	175	1 298	84	496	264	202	61	4 005
TEMPORARY EMPLOYEES	173	6	39	35	278	20	43	55	11	8	668
GRAND TOTAL	1 139	46	458	210	1 576	104	539	319	213	69	4 673
UKZN Profile %	24.37%	0.98%	9.80%	4.49%	33.73%	2.23%	11.53%	6.83%	4.56%	1.48%	100.00%
REGIONAL KZN EAP %	45.10%	0.80%	5.80%	2.70%	39.70%	0.60%	3.30%	1.80%			

Note: The above number of employees under TEMPORARY EMPLOYEES (668) includes:

- All fixed term contracts of less than one year as well as academic and support claim appointments.

ACADEMIC STAFF PROFILE

As shown in Table 6, Black African academics remain under-represented at the senior academic ranks of professor (6.56%) and associate professor (15.97%). The University has approved strategic funds for the attraction of African professors in 2018.

Table 6: Academic Workforce Profile as at 31 December 2017

Academic Workforce Profile as at 31 December 2017											
Rank	African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
Professor	6	0	19	30	2	0	10	12	40	3	122
%	4.92	0.00	15.57	24.59	1.64	0.00	8.19	9.84	32.79	2.46	100.00
Associate Professor	11	1	20	19	12	2	20	14	35	10	144
%	7.64	0.70	13.89	13.19	8.33	1.39	13.89	9.72	24.31	6.94	100.00
Senior Lecturer	22	5	32	37	7	4	33	23	51	11	225
%	9.78	2.22	14.22	16.44	3.11	1.78	14.67	10.22	22.67	4.89	100.00
Lecturer	114	7	50	31	115	9	92	86	53	19	576
%	19.79	1.22	8.68	5.38	19.97	1.56	15.97	14.93	9.20	3.30	100.00
Developmental Lecturer	44	0	1	0	40	0	0	0	0	0	85
%	51.76	0.00	1.18	0.00	47.06	0.00	0.00	0.00	0.00	0.00	100.00
Senior Tutor/Tutor	4	0	4	4	4	1	10	5	6	0	38
%	10.53	0.00	10.53	10.53	10.53	2.63	26.31	13.15	15.79	0.00	100.00
Research Assistants	0	0	1	4	3	0	1	2	0	3	14
%	0.00	0.00	7.14	28.57	21.43	0.00	7.14	14.29	0.00	21.43	100.00
Total Permanent	201	13	127	125	183	16	166	142	185	46	1 204
%	16.69	1.08	10.55	10.38	15.20	1.33	13.79	11.79	15.37	3.82	100.00

BROAD-BASED BLACK ECONOMIC EMPOWERMENT (BBBEE)

The BBBEE verification process was concluded and the University was rated level 8 based on the new BBBEE codes.

A workshop on entrepreneurship facilitated by academics from the School of Accounting, Economics and Finance attracted 112 participants.

SUSTAINABLE DIVERSITY THROUGH INCLUSION PROGRAMME

The University continues in its efforts to foster an inclusive work environment for all employees through the Sustainable Diversity by having Inclusion Workshops held at various sections, which attracted 435 employees in 2017.

WOMEN IN LEADERSHIP – *IMBOKODO*

The focus of *Imbokodo* involves the capacity development of women in both academia and Professional services. Issues of gender often become a barrier to transformation and the programme has already had seminars focusing on empowering women. Three workshops were held in 2017 with one of them featuring the then Deputy Vice-Chancellor of Research and Internationalisation at the University of Cape Town Professor Mamokgethi Phakeng as a guest speaker on a topic titled: Developing a Successful Career in the Midst of Opposition and Patriarchy.

WORKFORCE MOVEMENT

PROMOTIONS

Table 7: Promotions

Overall Promotions - 1 January 2017 to 31 December 2017											
Occupational Levels	African Male	Coloured Male	Indian Male	White Male	African Female	Coloured Female	Indian Female	White Female	Foreign Male	Foreign Female	Total
Grade 4 – 5	1	0	0	2	0	0	0	0	1	0	4
Grade 5 – 6	0	0	5	2	1	0	7	4	7	1	27
Grade 7 – 11	14	0	7	1	5	4	10	1	5	0	47
GRAND TOTAL	15	0	12	5	6	4	17	5	13	1	78

During 2017, a total of 78 employees were promoted (all-inclusive). Indian females were the most promoted (21.79%), followed by African men (19.2%) and foreign men (16.6%).

TERMINATIONS

Table 8 shows there were 489 terminations of which 301 (61.5%) involved African employees. The University continues to review the culture and climate in the University with REACHT Values expanded to include the value of TRUST. The Sustainable Diversity and Inclusion Programme continues to create an inclusive work environment for all.

Table 8: Terminations

Terminations - 1 January 2017 to 31 December 2017											
Occupational Levels	AM	CM	IM	WM	AF	CF	IF	WF	FM	FF	Total
(Grade 1 - 3)	1	0	0	0	0	2	1	0	1	0	5
(Grade 4 – 5)	0	0	0	0	2	0	0	1	0	0	3
(Grade 5 – 6)	1	0	0	1	3	0	2	1	4	1	13
(Grade 7 – 11)	26	1	9	10	35	4	19	13	3	2	122
(Grade 12 – 15)	10	1	1	0	13	2	1	1	0	0	29
(Grade 16 – 18)	10	0	0	0	8	0	1	0	0	0	19
TOTAL PERMANENT	48	2	10	11	61	8	24	16	8	3	191
TEMPORARY EMPLOYEES	72	1	8	28	120	3	20	35	4	7	298
GRAND TOTAL	120	3	18	39	181	11	44	51	12	10	489

Mr K Gobardan

Executive Director: Human Resources (Acting)

INSTITUTIONAL PLANNING AND GOVERNANCE

HONESTY

“The Internal Audit (IA) unit operates according to an Annual Rolling Plan approved by the Audit and Risk Committee. IA executed 83% of the 2017 Internal Audit Plan.”



Dr D Malaza

Executive Director: Institutional Planning and Governance

Institutional Planning and Governance (IP&G) is made up of the Information and Communication Services Division (ICS); Physical Planning and Facilities (IPP and CMS); Institutional Planning (IP); Internal Audit (IA); and Enterprise Risk Management (ERM).

Its business and operating model is informed by the legislative framework under which the University operates, including the Higher Education Act (1997) and Reporting Regulations (2014): Public Higher Education System aligned with the Public Audit Act (2004); the Statute of the University of KwaZulu-Natal (UKZN), July 2006; King IV: principles of good and effective governance; and the Auditor-General: external auditor of performance of public universities.

The purpose of the IP&G portfolio is to provide an integrated planning, resource allocation and governance framework in support of the University strategy to ensure that UKZN is compliant, innovative and progressive in creating value for all its stakeholders. This is achieved by ensuring the integration of governance of all the University's capitals (financial, human, infrastructure, natural, social, intellectual, and environmental) through:

- Co-ordination of institutional strategic planning, performance assessment and monitoring (IP&G, ICS and Institutional Intelligence)

- Management of corporate governance and risks and oversight of the internal audit and institutional risk functions (IA and ERM)
- Oversight of institutional IT infrastructure (ICS)
- Infrastructure and Spatial Planning and Campus Management Services (IPP and CMS)

INSTITUTIONAL PLANNING AND GOVERNANCE OFFICE (IP&G)

HIGHLIGHTS:

- UKZN Strategic Plan 2017-2021 – finalised and approved by Council on 7 August 2017
- IP&G Portfolio Structure – approved by Council on 4 December 2017
- Annual Performance Plans for 2017 and 2018 – developed and submitted to DHET
- Mid-term report on performance against the 2017 Annual Performance Plan

INFORMATION AND COMMUNICATION SERVICES DIVISION

The Information and Communication Services (ICS) division performed exceptionally well during 2017 and remained focused on delivering value to both staff and students. Strategic investment in the IT infrastructure of the University continues to add value to staff and students alike.

HIGHLIGHTS:

- Introduction of several enhancements in areas covering the auditing of user access reviews cyber security; wireless network capacity; video surveillance infrastructure; access control and video conferencing facilities integrated into a unified platform.
- Deployment of about 9 000 laptops for qualifying NSFAS-funded students
- Replacing laptops and desktops for staff and in student lans

INFRASTRUCTURE PLANNING AND PROJECTS

The Infrastructure Planning and Projects (IPP) Directorate manages and administers the Infrastructure and Efficiency (I&EF) grant funding allocated to tertiary institutions by the Department of Higher Education and Training (DHET). IPP remains consistent in applying its streamlined processes and mechanisms in respect of DHET projects funded by I&EF grants. IPP handles major projects while CMS takes care of day-to-day maintenance needs.

HIGHLIGHTS:

- 70% completion of the Campus Master Plan with the vision, mission and delivery strategy for all key deliverables
- Completion of a universal accessibility audit across all campus buildings and structures
- Sourced R110 million for the development of additional 200-bed student residences on Edgewood and Pietermaritzburg campuses
- Partial completion (20%) of a 260-bed undergraduate residence on the Howard College campus
- Implementation of a five-year Infrastructure Capex Framework in line with the University strategy term of 2017-2021
- Completion of social space and outdoor gym in George Campbell and Desmond Clarence courtyard on the Howard College campus
- Completion of a New Wellness Centre on the Howard College campus

CAMPUS MANAGEMENT SERVICES

Apart from focusing on maintaining infrastructure and dealing with a backlog in maintenance, Campus Management Services (CMS) was involved in a variety of projects in 2017.

HIGHLIGHTS:

- Upgrade of the Building Management Systems (BMS) allowing the scheduling of aircon systems (HVAC) in order to manage their power consumption
- Upgrade of the Energy Management Systems software. This upgrade provides better real time information to effectively manage and report on power consumption
- Upgrade of cooling towers in Buildings E, F, M and M1 on the Westville campus
- Restoration and handover of buildings damaged during the 2016 student unrest
- Completion of the Land Rationalisation pilot project on the Westville campus
- Compilation of an up to date fleet management register of all vehicles owned by the University

INTERNAL AUDIT AND ENTERPRISE RISK MANAGEMENT

The Internal Audit (IA) unit operates according to an Annual Rolling Plan approved by the Audit and Risk Committee. IA executed 83% of the 2017 Internal Audit Plan.

Late in 2016, IP&G appointed an Enterprise Risk Manager and risk registers were developed at Institutional, College and Professional Services levels.

Dr D Malaza

Executive Director: Institutional Planning and Governance

STUDENT SERVICES



Dr R Laka-Mathebula
Executive Director: Student Services

“Of the total of 33 560 students who received financial support, the majority (44%) got loans and/or NSFAS funding, with 38% receiving bursaries and 18% scholarships.”

The Student Services Division (SSD) is committed to supporting UKZN's goal of being the University of choice for students by providing an environment which promotes their holistic development into well-rounded, competent, innovative and socially responsible citizens and leaders. The Division achieves UKZN's goal of being the University of choice for students by co-ordinating programmes, activities and services which contribute to the success, learning and the overall quality of campus life for students.

STUDENT FUNDING DEPARTMENT

Student Funding operations focus mainly on the administration of the National Student Financial Aid Scheme (NSFAS) agreement forms and the processing of the payment of loans, bursaries and scholarships in respect of funded students for study fees and allowances.

A total of 33 560 confirmed student funding awards worth R1 586 964 276 were made in 2017. This was a 25.6% increase on the 2016 figure of R 1 263 566 366.

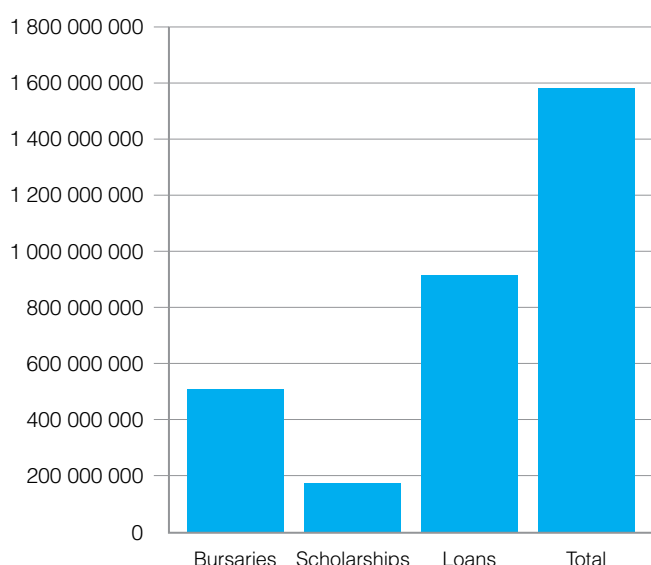
Table 1: Summary of the Different Student Funding and Awards Made in 2017

Category	Amount	No. of Awards
Bursaries	R507 536 248	12 625
Scholarships	R169 452 105	6 187
Loans	R909 975 923	14 748
Totals	R1 586 964 276	33 560

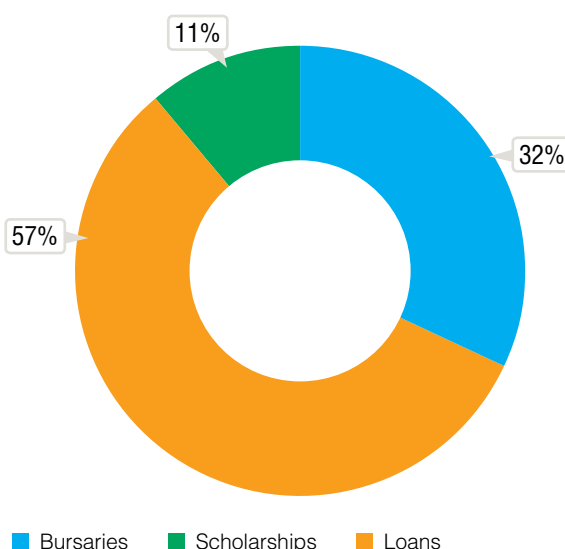
Student funding in the form of loans, including those from NSFAS, amounted to R909 975 923 (57%) while bursaries totalled R507 536 248 (32%) and scholarships R169 452 105 (11%). This represented a 49% increase in the amount of loans compared to the 2016 number, a 14.9% increase in bursaries and a 5.09% hike in scholarships.

Figure 1: The Different Sources of Funding and the Spread of Awards Across the Colleges

Student Funding Distribution Per Fund Category.



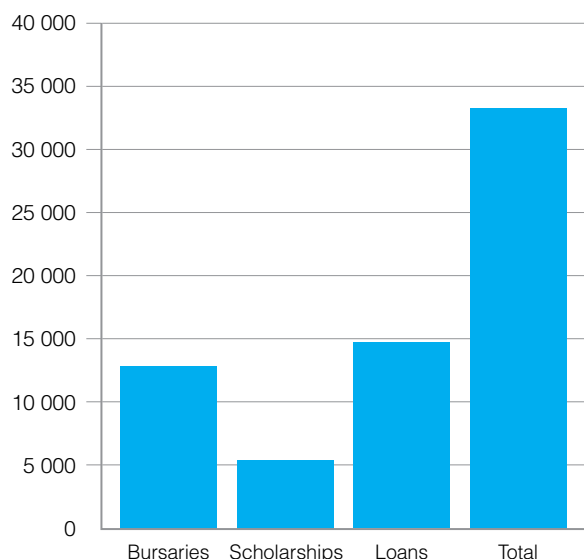
Student Funding Distribution Per Fund Category.



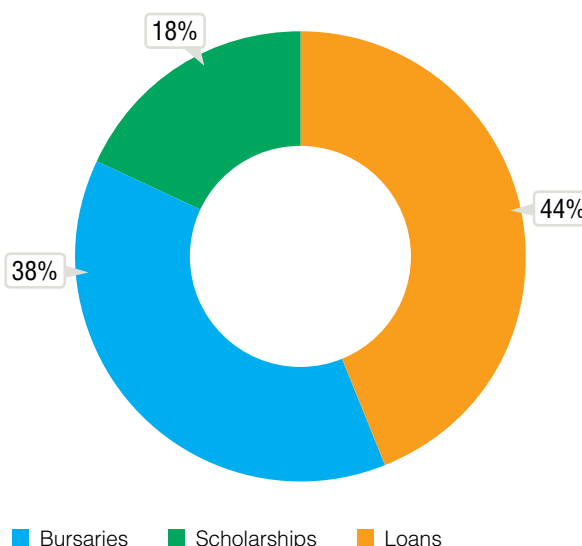
Of the total of 33 560 students who received financial support, the majority (44%) got loans and/or NSFAS funding, with 38% receiving bursaries and 18% scholarships. There was an overall increase of 27.2% in the number of students who received financial aid in 2017 compared to the 2016 figure of 26 388. The significant increase was due to the relative increment in each category of funding as well as increased number of awards of NSFAS funding from the Department of Higher Education and Training (DHET).

Figure 2: Number of Financial Aid Awards in 2017

No. of Awards



No. of Awards



A total of 6 200 applications were received for the DHET 8% Grant for the “Missing Middle” group - gross family income below R600 000 a year. This grant covers 8% of tuition and residence fees for qualifying applicants.

The National Research Foundation (NRF) provided 111 scholarships in 2017 to support postgraduate students, while 95 academic scholarships and 10 sports scholarships were awarded by UKZN at the annual ceremony on 23 August to students who demonstrated exceptional academic or sporting performance at undergraduate and postgraduate levels.

The awarding of scholarships is facilitated and overseen by the Scholarships Awards Sub-Committee.

FINANCE STUDENT SERVICES DEPARTMENT

The Finance Student Services (FSS) Department provides a diverse range of financial and operational services that support the various departments of the Student Services Division in acquiring goods and services, facilitating payment to suppliers, and managing the Division's allocated budget. As custodians of the University's financial resources, the FSS Department strives to promote and facilitate sound financial governance, sustainability and service excellence to all the various stakeholders within and outside the Division.

The challenge of capacity constraints continued from 2016 into 2017 as two key senior personnel in the FSS were on sick leave for most of the year. Although this had a significant impact, the FSS and the Student Services Division continued operations with the support of Central Finance.

CAMPUS HEALTH CLINICS

The main areas of responsibility of the Campus Health Clinics (CHC) involve providing Primary Health Care (PHC) services to students, attending to all health needs on demand, providing emergency services and operating effective referral systems. This is achieved through health promotion and preventive health care advice in awareness campaigns which take the form of health talks/discussions in the student residences and within the University through organised campaigns and one-on-one interactions, distribution of pamphlets, and playing of DVDs for clients in the waiting rooms. In 2017 nine health campaigns focusing on health awareness, medical male circumcision, Women's Month, Pregnancy Awareness and HIV and AIDS campaigns were conducted across the five campuses. The campaigns focused on common health issues faced by the students such as unplanned pregnancies, sexually transmitted infections (STIs) and HIV and AIDS awareness undertaken in collaboration with the HIV and AIDS Unit.

A total of 31 761 consultations took place across all five campuses, clearly indicating that the campus clinics are well used by students. The contract with the Netcare 911 Ambulance Services continues with their services used mainly for taking students to hospitals and to attend to all after-hours emergencies at student residences.

Student Health Services has created a platform whereby research into student health issues is being conducted using statistics available at the clinics. Students who have obtained ethical clearance for such studies are given the statistics to assist them in formulating proposals about tackling student health matters at the University.

Student Health Services together with the other universities in KwaZulu-Natal are currently negotiating with the Department of Health (KZN-DoH) in connection with the Department providing free medication for our clinics. A draft agreement is currently being finalised and will be presented to the universities for discussion and approval at the beginning of 2018.

HIV AND AIDS PROGRAMME

In an effort to provide the highest level of service to all students of UKZN, the HIV and AIDS Unit successfully networked for the implementation of advocacy and awareness raising programmes with Technical Vocational Education and Training colleges (TVETs); Mangosuthu University of Technology (MUT); the Durban University of Technology (DUT); KwaZulu-Natal Provincial and Local Government departments; national bodies including Higher Education AIDS (HEAIDS) and the AIDS Foundation of South Africa; national Higher Education Institutions; and Non-Government Organisations.

INITIATIVES IN 2017 INCLUDED:

- The second Annual 90 90 90 Fun Run
- Sexual and Reproductive Health and Rights (SRHR)
- Participation in the HEAIDS Sexual and Gender Based Violence Dialogue
- Hosting of the Regional HEAIDS meeting
- Launch of the SA Voices Museum (UKZN Edition)

Although all of the above initiatives were impressive, the stand-out accomplishment was the establishment of the SA Voices Museum (UKZN Edition) - a first for UKZN. Strong collaboration between the HIV and AIDS Programme, Tape Aids for the Blind, Differently Abled Students Association and the DSU ensured the Museum is accessible for students with disabilities. Additionally, the HIV and AIDS Programme recognised the need for information relating to sexual reproductive health and rights to be available to students with diverse needs and created platforms for inclusion in other campaigns.

The HIV and AIDS Programme successfully facilitated the following campaigns aimed at students and staff at UKZN:

- Pregnancy Awareness (SRHR)
- First Things First (HIV and Health Screening)
- Lesbian, Gay, Bisexual, Transgender and Intersexed (LGBTI) Dialogue (Sexual Diversity)
- Anti-drug and Substance Abuse Initiative (ADSAI) – HIV and Substance Abuse
- 90 90 90 HIV (Testing and Treatment)
- Candle Light (Commemoration)
- Women Empowerment (She Conquers)
- Imbizo Yempilo (Men SRHR dialogue – infected or affected same difference)
- Abstinence and Culture event (Abstinence from risky behaviour)
- Graduate Alive (Miss and Mr Graduate Alive)
- Student Service Division Wellness Workshop
- Right to Respect (Not in My Name and Break the Silence - Gender Based Violence (GBV))

The HIV and AIDS Programme developed a Working Best Practice Model which was presented at the Southern African Regional Students and Youth Conference (SARSYC) on Sexual and Reproductive Health in July. The model was well received and generated positive and constructive feedback.

The first HIV and AIDS Behavioural Action Research project was completed through the office of the Central Information Coordinator (CIC). The results of the study were subsequently presented at the SARSYC. The CIC has also been instrumental in the implementation of a barcoding system to streamline data capturing for the HIV and AIDS Programme campaign attendance. This system will be further developed and refined (Phase Two) to streamline day-to-day operations of the department.

A joint programme on Disability and HIV was created and roll out began on 25 October, creating a platform for students with disabilities to engage with different stakeholders in an interactive dialogue to address SRHR issues.

STUDENT SPORT ADMINISTRATION

The year was a memorable one for sporting bodies at the University with many victories achieved in national competitions and students and coaches being awarded national colours.

Achievements included the following:

- Seventeen members of the UKZN Athletics Club ran the 2017 Comrades Marathon from Durban to Pietermaritzburg on 4 June.
 - Postgraduate student, Mr Gcino-Fuze Ngcobo finished in the top 1 000 runners
 - Nkeka Tseole finished within nine hours (Bill Rowen Medal)
 - Staff and Council member, Mr Tony Singarum finished his 22nd Comrades Marathon
 - UKZN alumnus and member of Council, Mr Sammy Mashita received a bronze medal
- UKZN's women's hockey team participated for the first time in the prestigious Varsity Hockey competition, performing well
- UKZN took part in the annual University Sport South Africa (USSA) Championships held at various universities around the country. The Dance, Aerobics, Judo and Women's Rugby teams all won gold; the Karate team won gold, silver and bronze; the Men's Basketball team won silver, and the Men's and Women's Volleyball teams both won bronze

Individual UKZN students also achieved and represented South Africa in various sporting codes:

- Sport Science student Kholosa Biyana was a member of the National Students Women's Football Team which finished fourth at the 29th Summer Universiade (World Student Games) in Taipei in July. Biyana was then called up in August for the national Banyana Banyana women's soccer team for the COSAFA Cup tournament in Zimbabwe where they emerged victorious

- BCom student Zakithi Nene was a member of the South African track and field team at the 29th Summer Universiade
- UKZN Athletics Coach Wade Fraiser was a coach with team South Africa at the 29th Summer Universiade
- UKZN Women's Football Head Coach Thinasonke Mbuli was appointed Head Coach of the SA Students' Women's football team at the 29th Summer Universiade. Mbuli was subsequently appointed Assistant Coach of the Banyana Banyana Team at the COSAFA Cup in Zimbabwe
- Sthabile Mnyandu represented SA at the 4th Taichung Table Tennis Open for the Disabled in Taipei
- Amy Greaves represented the SA Women's Indoor Hockey team at the Africa Cup in Namibia
- Donna Hutton was selected for the SA U23 team at the World Canoe Sprints in Romania
- Gavin Nyawata represented Zimbabwe Rugby in the Africa A1 Championships
- Louis Hattingh won the SA Canoe Sprint Championship and was selected to represent South Africa
- Seamus Mingay represented South Africa in the Commonwealth Judo Championships
- Sizokuhla Noluthando was selected for the South African Students rugby team
- Luyanda Ntshangase was chosen for the South African U20 football team and Maritzburg United FC
- The following players represented their clubs at the 2017 Multichoice Diski Challenge: Nqubeko Mlungwana (Amazulu FC); Sphamandla Nzuza and Austin Malinga (Golden Arrows FC); and Sandile Dlamini (Maritzburg United)

As a result of UKZN signing the Varsity Sports Media Rights Agreement in 2016, University sport teams are now officially allowed to participate in the prestigious Varsity Sports Competitions. A number of UKZN athletes achieved national colours particularly in hockey, canoeing and judo.

UKZN teams participated in Varsity Sports competitions for 2017 that served as qualifiers for the 2018 Varsity Sports Championships in various codes of sport and have qualified for a number of these competitions.

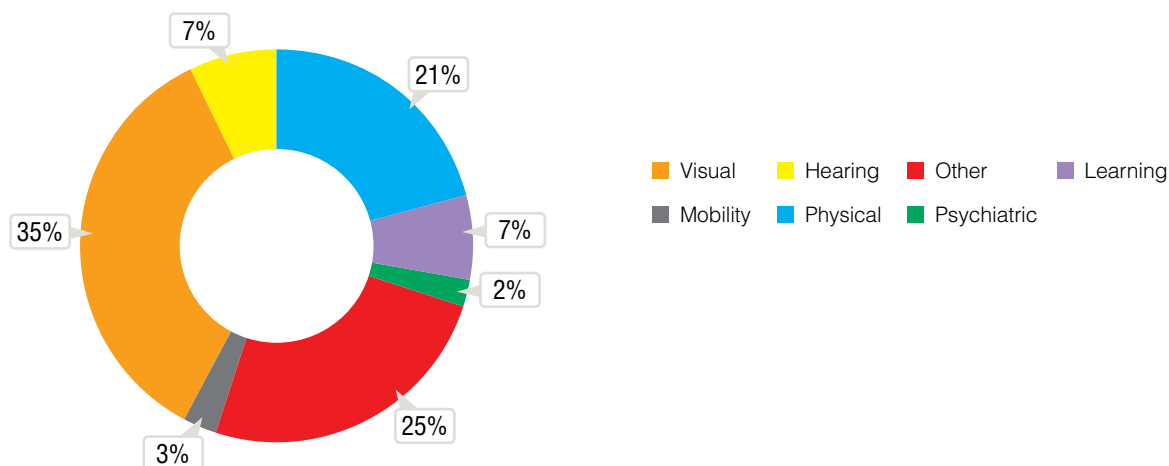
UKZN Sport continues to grow and recruit top student athletes who will make a great impact in University sport clubs especially in the priority codes where we compete provincially, nationally and internationally.

DISABILITY SUPPORT SERVICES

UKZN experienced an increase in the number of Students with Disabilities (SWD) making it a Higher Education Institution in South Africa with one of the largest enrolment of students with disabilities – 739 in total. The highest category (35%) of the students are visually impaired, followed by those with various forms of disabilities who are not classified and are collectively referred to as other forms of disability. Students with physical disabilities comprise 21%, while 7% have hearing impairments and another 7% have learning disabilities. This is encouraging as students are now more prepared to declare their disability so they can receive support and assistance from the Disability Services Unit.

Figure 3: The Distribution of Students with Disabilities Per Category

Disabilities by Category



Students with disabilities are enrolled across the Colleges with Humanities having the highest number of 501 students followed by Agriculture, Engineering and Science with 114, Law and Management Studies with 99 and Health Sciences with 25 students. The students are spread across all UKZN campuses.

Table 2: Distribution of Students with Disabilities Per Campus, Category and College

Category	Campus	2017 Total	Category Total
Blind	Westville	1	39
	Edgewood	4	
	Howard College	16	
	Pietermaritzburg	18	
Partially Sighted	Westville	17	220
	Edgewood	62	
	Howard College	82	
	Pietermaritzburg	59	
Deaf	Westville	0	11
	Edgewood	1	
	Howard College	1	
	Pietermaritzburg	9	
Hard of Hearing	Westville	7	37
	Edgewood	16	
	Howard College	8	
	Pietermaritzburg	6	

Table 2: Distribution of Students with Disabilities Per Campus, Category and College ...continued

Category	Campus	2017 Total	Category Total
Physically Disabled	Westville	18	156
	Edgewood	46	
	Howard College	59	
	Pietermaritzburg	33	
Wheelchair or Scooter users	Westville	13	19
	Edgewood	1	
	Howard College	0	
	Pietermaritzburg	5	
Quadriplegia	Westville	0	5
	Edgewood	1	
	Howard College	4	
	Pietermaritzburg	0	
Learning Disabilities	Westville	16	52
	Edgewood	1	
	Howard College	10	
	Pietermaritzburg	25	
Psychiatric Disabilities	Westville	6	12
	Edgewood	3	
	Howard College	2	
	Pietermaritzburg	1	
Epilepsy	Westville	6	68
	Edgewood	45	
	Howard College	5	
	Pietermaritzburg	12	
Asthma	Westville	3	8
	Edgewood	3	
	Howard College	1	
	Pietermaritzburg	1	
Diabetes	Westville	2	5
	Edgewood	2	
	Howard College	0	
	Pietermaritzburg	1	
Speech Impairment	Westville	4	9
	Edgewood	1	
	Howard College	2	
	Pietermaritzburg	2	
Cerebral Palsy	Westville	0	6
	Edgewood	1	
	Howard College	2	
	Pietermaritzburg	3	
Other	Westville	24	92
	Edgewood	1	
	Howard College	14	
	Pietermaritzburg	53	

Graduation saw 97 students with disabilities – 44 women and 53 men - receive their qualifications. This is the highest number in UKZN's history.

Important events held during the year included:

- First ever dedicated Sports and Recreation Day for students with disabilities
- The DSU hosted its third Annual Disability Research Indaba, with the theme: Considering New Pathways: An Analysis of Disability Intersecting with Diverse Factors as a Means of Addressing Barriers within the Higher Education Landscape and Society. The Indaba created a platform for dialogue through a panel discussion involving a wide variety of participants.
- A successful Inaugural Dinner in the Dark was hosted to raise awareness around issues of diverse disabilities. During this event, guests were led into a darkened room by blind UKZN students who are beneficiaries of training provided by the DSU's Independence Trainer
- A Disability Awareness and Sensitisation Workshop was conducted for Sports Science Students
- Participation in Casual Day sticker sales and awareness
- A joint programme with the School of Education to create education and awareness around deaf culture
- SmartCane demonstration: A supplier from India demonstrated this innovative technology

STUDENT RESIDENCE AFFAIRS

UKZN continued to experience an ever-growing demand for and inadequate supply of student accommodation on campus which prompted UKZN (DSRA) to work in collaboration with other institutions of higher learning in Durban, Pietermaritzburg and surrounding areas in narrowing competition for securing leased accommodation spaces. The placement of students in residences has previously been a hectic process with students at times demanding to occupy residence spaces without the approval of the Department.

The 2017 student registrations were done mainly online with only exceptional cases receiving manual intervention.

In the second semester of 2017, 16 886 students were registered in on-campus residences:

- Westville 4 501
- Howard College 5 135
- Edgewood 3 835
- Pietermaritzburg 2 530
- Medical School 885

UKZN has committed to building extra student accommodation on four campuses within a three-year cycle starting from 2017:

- Construction of premises to provide 260 beds has started on the Howard College campus with the anticipated completion date of June 2018
- A building to provide 318 beds on the Westville campus starts in 2018 once the adjudication process has been finalised
- Construction of premises to provide 200 beds on the Edgewood campus and 200 beds on Pietermaritzburg campus is at the planning stage and completion of both residences is expected in 2019

A total of 978 beds will be added to the current UKZN-owned student accommodation portfolio when these projects are completed. The Department of Student Residence Affairs will continue working closely with the student leadership to narrow systemic gaps created over the years by student accommodation shortages in providing students with residences.

The increase in financial packages made to the students by NSFAS over the years has resulted in a sharp increase in student accommodation demand. DSRA has started with the process of leasing accommodation for 2018. Stringent guidelines and evaluation processes have been put in place to ensure that landlords and leased buildings are compliant with the Norms and Standards for Student Housing in Public Universities.

To that effect, an Expression of Interest (EOI) for student accommodation was called in August 2017 and the new buildings acquired for 2018 were vetted through this process. This includes inspections of all leased properties by the University and the certifications that must be submitted together with the approved buildings for student accommodation. An Inspection Task Team made up of all the stakeholders in the Student Services Division including Professional services such as RMS, CMS and the specialised maintenance contracts were established.

The Task Team has completed the baseline study on inspections and the final report will be submitted to the Mini Multi-Function Sourcing Team (MFST) for recommendations on lease agreements to be renewed and the 2018 new lease agreements. The process will be finalised by the end of the year and all the prospective service providers will be informed of the outcomes of their application.

On the residence life front, various programmes were conducted which included first year orientation events in collaboration with student leadership such as cultural happenings, leadership awards and Green Campus initiatives launched on the Westville and Medical School campuses. The SRC Residence Life Portfolio members attended a Green Campus Conference representing UKZN for the first time.

In respect of residence maintenance and renovations, a number of projects were undertaken and completed in 2017 whilst others are still underway at all campus residences.

STUDENT GOVERNANCE AND LEADERSHIP DEVELOPMENT

The Student Governance and Leadership Development (SGLD) Department is responsible for overseeing, co-ordinating, administering and supporting the Central Student Representative Council (CSRC), the five local SRCs and the Student Clubs and Societies across UKZN's five campuses. The SRC acts as a governing body for all student structures and represents students in matters that affect them. Clubs/societies, house committees and sport unions are all substructures of the SRC.

Some of the key responsibilities of SGLD in relation to SRCs and clubs/societies include Administration, Oversight and Co-ordination, Financial Administration, Resource Management, Facilitation of co-curricular activities and student life programmes, Leadership Development and Student Leaders' Transportation.

Various events were hosted by SGLD in 2017, which were aimed at the development of student leaders in different spheres and levels of leadership including:

- SRC Strategic Planning Workshop
- SRC Induction Programme
- SRC Inauguration
- SRC Winter School Leadership Programme
- Clubs/Societies Leadership Workshop
- SRC Elections Preparatory Workshop

SRC ELECTIONS

SRC elections were successfully hosted from 18 to 20 October across all five UKZN campuses. Elections proceeded smoothly despite one organisation challenging the electoral commission in the Durban High Court on the first day of voting.

Voter turnout was a record 14 614 which equates to 30% of registered students in UKZN. SGLD will continue working to increase these figures until at least two-thirds of the student population participates in SRC elections.

In 2017 there were 229 recognised student societies across the five UKZN campuses organised into religious, political, social, business/entrepreneurial, arts and cultural clusters.

SPECIAL PROJECTS

This office deals with a number of standing projects, once off projects, representation on certain committees and meetings and co-ordination on University-wide student societies. In respect of the Food Security Programme, vouchers for meals for indigent students continue to be provided to Colleges in order to address needs of the particular students.

The traditional healer project continues to assist students with various ailments which cannot be treated through usual medical treatments. A total of 1 499 students were seen by the traditional healer in 2017.

Dr R Laka-Mathebula

Executive Director: Student Services

ANNUAL FINANCIAL REVIEW

RESPECT



Mrs N R C Mbhele
Chief Finance Officer



Mr T Zulu
Chair: Finance Committee

“Responsibility for and ownership of budgets are allocated to executive budget holders within the Colleges and support services divisions. Control of the budget is achieved through the monitoring of actual versus budgeted amounts on a quarterly basis and variances are investigated to ensure that action plans are put into place to address areas with significant variances from the budget.”

OVERVIEW OF BUDGET PROCESS

The Executive Management Committee oversees the allocation of resources for the University while the Office of the Chief Finance Officer handles the preparation of the resource allocation model and related budget schedules. Initial estimates of the following year's revenue, salaries, operating costs, financial aid and capital expenditure, together with the resource allocation model, are prepared by the Office of the Chief Finance Officer in August/September.

The resource allocation model is presented to the Executive Management Committee which reviews it to confirm that the principles applied to the allocation of resources promote the attainment of the strategic goals and objectives of the Institution and also promote operational sustainability into the future. The budget is subjected to a formal review and approval process by the University's Finance Committee of Council. Once approved by the Finance Committee of Council, the budget is recommended to the Council of the University for final approval. Any significant changes in the approved budget are subjected to the same approval process.

Responsibility for and ownership of budgets are allocated to executive budget holders within the Colleges and support services divisions. Control of the budget is achieved through the monitoring of actual versus budgeted amounts on a quarterly basis and variances are investigated to ensure that action plans are put into place to address areas with significant variances from the budget.

FINANCIAL POSITION

During the financial year there were no significant unexpected transactions impacting the balance sheet items other than those already set out in the supporting notes included in the annual financial statements.

Recovery of student fees and historic debt continue to be a challenge for the University with unpaid student fees and loans increasing by R300 million from R1,4 billion in 2016 to R1,7 billion in 2017.

Overall, the University's financial position supports the assertion that the University remains financially viable and will continue to be a going concern for the foreseeable future.

FINANCIAL OPERATIONS

The resultant surplus for the year of R376,7 million compares favourably to the prior year's surplus of R117,2 million. However, it is important to note that this surplus has been fully utilised by the accumulated deficit in the unrestricted funds. As at 31 December 2017, the accumulated deficit in unrestricted funds amounts to R55,9 million.

These main contributors to the net surplus are:

- The realised gains on long-term investments (R150,6 million)
- The investment income from long-term investments (R60,5 million)
- The interest income on short-term deposits and call accounts (R171,5 million)

The surplus has contributed positively towards the University's financial stability target of reducing the accumulated deficit in unrestricted funds. As at 31 December 2017, the remaining accumulated deficit in unrestricted funds has reduced from R497,8 million in 2016 to R55,9 million in 2017.

ACCESS TO FINANCIAL AID

In recent years there has been a significant increase in the call for additional financial support for students both at our University and across the Higher Education sector in general. It is pleasing to note that the new funding policy, announced by Government in December 2017, will go a long way towards providing financial relief to students over the next five years. However, a vast number of students returning to UKZN will unfortunately not benefit from this new funding policy. To this end, the University continued to explore all possibilities to assist academically deserving students.

It is pleasing to note that even though the University is operating in a financially constrained environment, the amount of financial support made available to students is well in excess of R2,3 billion, with R916 million (40%) of this coming directly from UKZN's financial resources in the form of tuition fee remission, merit awards, financial aid, and registration relief for students with historic debt. Total financial support for postgraduate students amounted to R360 million and of this R270,5 million (75%) was funded from the University's financial resources.

CONCLUSION

The current environment in the Higher Education sector remains financially constrained while the University's commitment and efforts to ensure sustainable operations continue.



Mr T Zulu

Chair of the Finance Committee



Mrs N R C Mbhele

Chief Finance Officer

CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

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COUNCIL'S STATEMENT OF RESPONSIBILITY FOR THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

The Council is responsible for the preparation, integrity and fair presentation of the consolidated annual financial statements of the University of KwaZulu-Natal (the "University"). The responsibility for the preparation and presentation of the annual financial statements has been delegated to management.

The consolidated annual financial statements ("the financial statements") presented on pages 119 to 165 of this annual report for 2017 have, been prepared in accordance with International Financial Reporting Standards ("IFRS") and in the manner required by the Minister of Higher Education and Training in terms of the Higher Education Act (No. 101 of 1997), as amended. Compliance with IFRS requires, inter alia, management to make judgements, estimates and assumptions that affect the application of policies and 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, the results of which form the basis of making judgements about the carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. The Council also prepared other information as required to be included in this annual report and is responsible for both its accuracy and consistency with the financial statements.

The going concern basis has been adopted in the preparation of the financial statements. The Council has no reason to believe that the University of KwaZulu-Natal will not be a going concern in the foreseeable future, based on forecasts and available cash resources. The viability of the University is supported by the financial statements.

Council has established a sustainability task team whose main objective is to develop a sustainability framework for the University.

These financial statements have been audited by the independent auditors, PricewaterhouseCoopers Inc, who were given unrestricted access to all financial records and related data, including minutes of meetings of the Council and all its Committees. The Council believes that all representations made to the independent auditors during their audit were valid and appropriate.

Between the year-end and the date of this report no material facts or circumstances have arisen that materially affect the financial position of the University.

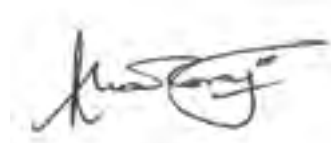
APPROVAL OF THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

The consolidated annual financial statements set out on pages 119 to 165, were approved by the Council on 18 June 2018, and were signed on its behalf by:



Rev Dr V Mehana

Chair of Council



Mr N Maharajh

Chair of the Audit and Risk Committee



Dr A S van Jaarsveld

Vice - Chancellor and Principal



Mrs N R C Mbhele

Chief Finance Officer

INDEPENDENT AUDITOR'S REPORT

TO THE MINISTER OF HIGHER EDUCATION AND TRAINING AND THE COUNCIL OF THE UNIVERSITY OF KWAZULU-NATAL

REPORT ON THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS

OPINION

We have audited the consolidated financial statements of the University of KwaZulu-Natal and its subsidiaries (the "University") set out on pages 119-165, which comprise the consolidated statement of financial position as at 31 December 2017, and the consolidated statement of profit and loss, consolidated statement of profit and loss and other comprehensive income, consolidated statement of changes in funds and reserves, and consolidated statement of cash flows for the year then ended, as well as the notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of the University as at 31 December 2017, 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) (HEA).

BASIS FOR OPINION

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.

We are independent of the University in accordance with the International Ethics Standards Board for Accountants' Code of ethics for professional accountants (IESBA code) together with the ethical requirements that are relevant to our audit in South Africa. We have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

RESPONSIBILITIES OF THE COUNCIL

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 of South Africa 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.

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 Council 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

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 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

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

REPORT ON THE AUDIT OF THE ANNUAL PERFORMANCE REPORT

INTRODUCTION AND SCOPE

In accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof we have a responsibility to report material findings on the reported performance information against predetermined objectives for selected objectives presented in the annual report. We performed procedures to identify findings but not to gather evidence to express assurance.

Our procedures address the reported performance information, which must be based on the approved performance planning documents of the University. We have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. Our procedures also did not extend to any disclosures or assertions relating to 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.

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 objectives presented in the annual report of the University for the year ended 31 December 2017:

Annual Performance Plan	Pages in the Annual Report
Goal 1: Excellence in Teaching and Learning – To enhance the quality of teaching staff (number 4 and number 4.1)	27
Goal 2: Excellent and high impact research, innovation and entrepreneurship – To increase the number of NRF-rated scholars (number 7) and to increase research output (number 8)	27
Management of Enrolment Plan: Access – Headcount totals (number 1 to number 5) and Enrolments by major field of study – distance education (number 10)	29
Management of Enrolment Plan: Success (number 11, number 12 and number 12.1)	29
Management of Enrolment Plan: Efficiency – Research output (number 20 and number 21)	29

We performed the 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.

We did not identify any material findings on the usefulness and reliability of the reported performance information for the above-mentioned objectives.

ACHIEVEMENT OF PLANNED TARGETS

Refer to the annual report on page 25-29 for information on the achievement of the planned targets for the year.

REPORT ON AUDIT OF COMPLIANCE WITH LEGISLATION

INTRODUCTION AND SCOPE

In accordance with the PAA and the general notice issued in terms thereof we have a responsibility to report material findings on the compliance of the University with specific matters in key legislation. We performed procedures to identify findings but not to gather evidence to express assurance.

We performed procedures to obtain evidence that the University had complied with legislation regarding financial matters, financial management and other related matters. Our findings on material non-compliance with specific matters in key legislation, are as follows:

Procurement – Conflicts of interest

Sufficient, appropriate audit evidence could not be obtained that employees had complied with the requirements of sections 34(4)(a) and 34(4)(b) of the Higher Education Act relating to conflicts of interest. We noted that there were 528 suppliers listed on the University's supplier master file which did not include a company registration number. As a result, the procedures performed over conflicts of interest could not be extended to these suppliers.

OTHER INFORMATION

The University's Council is responsible for the other information. The other information comprises the information included in the annual report which includes the Council's Statement of Responsibility for the Consolidated Annual Financial Statements, Approval of the Consolidated Annual Financial Statements, Report of the Chair of Council, Officers and Members of Council, Performance Assessment Report, Council's Statement on Corporate Governance, Report of the Senate to Council, Report of the Institutional Forum, Report of the Vice-Chancellor and Principal, report on Internal Control and Risk Management, the report from the Office of the Registrar, report from Research, report from University Teaching and Learning, report from College of Agriculture, Engineering and Science, report from College of Health Science, report from College of Humanities, report from College of Law and Management Studies, report from Corporate Relations, report from Human Resources, report from Institutional Planning and Governance, report from Student Services and the Annual Financial Review. The other information does not include the consolidated financial statements, the auditor's report thereon and those selected objectives presented in the annual performance report that have been specifically reported on in the auditor's report.

Our opinion on the consolidated financial statements and 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 thereon.

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.

If, based on the work we have performed, on the other information obtained prior to the date of this auditor's report, 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

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 thereon. We did not identify any significant deficiencies in internal control.

OTHER REPORTS

We draw attention to the following engagements conducted by ourselves and other parties that 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 financial statements or our findings on the reported performance information or compliance with legislation.

PERFORMANCE AUDITS

No performance audits in progress.

INVESTIGATIONS

There is one forensic technology investigation currently being performed by Deloitte regarding the admissions to the Medical School. This investigation is still in progress.

AUDIT-RELATED SERVICES AND SPECIAL AUDITS

Agreed-upon procedures and special purpose audits on certificates were performed for grants, other funding and similar items. Below is the list of agreed-upon procedures engagements and special purpose audits performed by us in relation to the 2017 financial year:

- An agreed-upon procedures 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 2017 to 31 December 2017 and was issued on 23 March 2018.
- An agreed-upon procedures engagement was conducted on the grant received and expenditure incurred specific to the grant allocation letter from the National Research Foundation for the Technology and Human Resource for Industry Programme. The report covered the period 1 April 2017 to 31 March 2018 and was issued on 18 April 2018.
- An agreed-upon procedures engagement was conducted on the grant received and expenditure incurred specific to the grant

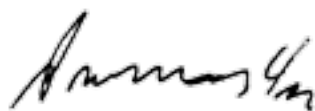
allocation letter from the Medical Research Council. The report covered the period 1 January 2017 to 31 December 2017 and was issued on 26 February 2018.

- An agreed-upon procedures engagement was conducted on the Published Research Articles Claims. The report covered the period 1 January 2017 to 31 December 2017 and was issued on 11 May 2018.
- An agreed-upon procedures 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 Clinical Training Grant. The report covered the period 1 April 2017 to 31 March 2018 and was issued on 8 June 2018.
- Agreed-upon procedure engagements' were conducted on the grants received and expenditure incurred specific to the grant allocation letter from the European Union. The reports covered the period 22 May 2015 to 30 April 2017 and were issued on 12 December 2017.
- Agreed-upon procedures engagements were conducted on the grants received and expenditure incurred specific to the grant allocation letters from the Department of Higher Education and Training regarding the Infrastructure and Efficiency Funded Projects. The reports covered the period 1 April 2017 to 31 March 2018 and was issued on 1 June 2018.
- Agreed-upon procedures engagement was conducted on the grant received and expenditure incurred specific to the grant allocation letters from the Department of Higher Education and Training regarding the Infrastructure and Efficiency ICT Funded Project. The report covered the period 1 April 2016 to 31 March 2017 and was issued on 18 August 2017.
- An agreed-upon procedures 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 New Generation of Academics Programme. The report covered the period 1 April 2017 to 31 March 2018 and was issued on 1 June 2018.
- An agreed-upon procedures engagement was conducted on the grants received and expenditure incurred specific to the grant allocation letter from the Department of Higher Education and Training regarding the Teaching Development Grant. The reports covered the period 1 April 2017 to 31 December 2017 and was issued on 27 February 2018.
- An agreed-upon procedures 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 Research Development Grant. The report covered the period 1 April 2017 to 31 December 2017 and was issued on 31 January 2018.

- An agreed-upon procedures engagement was conducted on the grant received and expenditure incurred specific to the grant allocation letter from the Foundation Provisioning Grant. The report covered the period 1 March 2017 to 28 February 2018 and was issued on 31 May 2018.
- An agreed-upon procedures engagement is in progress on the Supplementary Financial Data and Performance Indicators to be reported to the Department of Higher Education and Training. This covers the period 1 January 2017 to 31 December 2017.
- Special purpose audit engagements were conducted on the Norwegian Programme for Capacity Development in Higher Education and Research for Development Grant. The reports cover the period 1 January 2017 to 31 December 2017, one report was issued on 14 March 2018 and one was issued on 1 June 2018.
- Special purpose audit engagements were conducted on the Heard division and on the Sida Grant for the period from 1 January 2017 to 31 December 2017 and the reports were issued on 29 March 2018.
- Special purpose audit engagement is in progress on the International Initiative for Impact Evaluation project. The report covers the period 1 April 2015 to 31 December 2017.
- A non-audit assurance engagement is in progress on the uMngeni Resilience Project. The report covers the period 1 July 2015 to 30 September 2017.
- Special purpose audit engagement was conducted on the SADC project. The report covers the period October 2016 to 30 September 2017 and was issued on 5 January 2018.

Below is the list of agreed-upon procedures engagements and special purpose audits performed by other parties in relation to the 2017 financial year:

- A special purpose audit engagement was performed by Abacwaningi Business Solutions CC on the Jomba Dance Grant. The report covered the period 1 January 2017 to 31 December 2017.
- A special purpose audit engagement was performed by Abacwaningi Business Solutions CC on the Durban International Film Grant. The report covered the period 1 January 2017 to 31 December 2017.
- A special purpose audit engagement was performed by Abacwaningi Business Solutions CC on the Poetry Africa. The report covered the period 1 January 2017 to 31 December 2017.
- A special purpose audit engagement was performed by Abacwaningi Business Solutions CC on the Time of the Writer Grant. The report covered the period 1 January 2017 to 31 December 2017.
- A special purpose audit engagement was performed by Abacwaningi Business Solutions CC on the Durban Film Mart Grant. The report covered the period 1 January 2017 to 31 December 2017.



PricewaterhouseCoopers Inc.

Director: H Ramsumer

Registered Auditor

Durban

18 June 2018

ANNEXURE A – AUDITOR'S RESPONSIBILITY FOR THE AUDIT

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 reported performance information for selected objectives and on the University's compliance with respect to the selected subject matters.

FINANCIAL STATEMENTS

In addition to our responsibility for the audit of the consolidated financial statements as described in the 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 financial statements. We also conclude, based on the audit evidence obtained, whether a material uncertainty exists related to events

or conditions that may cast significant doubt on the University's ability 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 financial statements about the material uncertainty or, if such disclosures are inadequate, to modify the opinion on the financial statements. Our conclusions are based on the information available to us at the date of the auditor's report. However, future events or conditions may cause the University to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the 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 University to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the University's audit. We remain solely responsible for our audit opinion.

COMMUNICATION WITH THOSE CHARGED WITH GOVERNANCE

We communicate with the Council 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.

We also confirm to the Council that we have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to have a bearing on our independence and where applicable, related safeguards.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

as at 31 December 2017

		2017	2016
	Notes	R'000	R'000
ASSETS			
Non-Current Assets			
Property, plant and equipment	2	4 112 752	4 060 153
Investments	3	1 910 169	1 763 203
Non-current receivables	4	77 645	56 886
		6 100 566	5 880 242
Current Assets			
Inventories	5	1 357	5 303
Accounts receivable and prepayments	6	364 753	323 591
Cash and cash equivalents	7	544 816	1 043 712
Fixed deposits and money market funds	8	1 222 659	467 289
		2 133 585	1 839 895
Total Assets		8 234 151	7 720 137
FUNDS AND LIABILITIES			
FUNDS			
Non-distributable funds			
- Endowed funds		611 174	633 850
- Revaluation reserve		2 755 780	2 837 945
Restricted funds designated for specific activities			
- Education and general		1 640 665	1 585 498
- Student residences		109 923	93 937
Unrestricted Council-controlled funds		(55 928)	(497 827)
		5 061 614	4 653 403
LIABILITIES			
Non-Current Liabilities			
Non-current portion of borrowings	9	479 155	505 231
Post-retirement benefit obligation	11	1 113 817	1 118 052
		1 592 972	1 623 283
Current Liabilities			
Accounts payable and accrued liabilities	13	490 681	459 065
Current portion of borrowings	9	96 747	103 500
Current portion of employee benefits	12	242 719	260 422
Deferred grants	14	568 755	484 507
Student deposits		180 663	135 957
		1 579 565	1 443 451
Total Liabilities		3 172 537	3 066 734
Total Funds and Liabilities		8 234 151	7 720 137

CONSOLIDATED STATEMENT OF PROFIT AND LOSS

for the year ended 31 December 2017

	Notes	Education and General			Student Residences Restricted	Endowed Funds Restricted	2017 Total	2016 Total
		Council-Controlled Funds Unrestricted	Specifically Funded Activities Restricted	Sub-Total				
		R '000	R '000	R '000	R '000	R '000	R '000	R '000
INCOME								
Recurrent Income								
Government subsidies and grants	15	1 746 606	-	1 746 606	-	-	1 746 606	1 497 547
Other subsidies and grants	15	110 968	102 820	213 788	-	-	213 788	338 835
Tuition and other fee income		1 308 488	40 768	1 349 256	435 551	-	1 784 807	1 504 741
Private contracts, grants and donations		237 097	501 698	738 795	2 465	3 807	745 067	742 033
Investment income	16	201 253	21 307	222 560	-	9 558	232 118	145 227
Total recurrent income		3 604 412	666 593	4 271 005	438 016	13 365	4 722 386	4 228 383
EXPENDITURE								
Recurrent expenditure								
Personnel costs	17	1 864 887	263 535	2 128 422	36 502	7 952	2 172 876	1 986 193
Other operating expenses		1 106 592	189 588	1 296 180	358 872	14 491	1 669 543	1 481 891
Bursaries and scholarships		171 947	131 935	303 882	-	20 892	324 774	347 390
Minor capital items expensed		18 448	2 795	21 243	3 091	358	24 692	13 314
Depreciation	2	248 233	649	248 882	-	26	248 908	264 931
Total recurrent expenditure		3 410 107	588 502	3 998 609	398 465	43 719	4 440 793	4 093 719
Surplus/(Deficit) for recurrent operations		194 305	78 091	272 396	39 551	(30 354)	281 593	134 664
Non-Recurrent Items								
Realised gains on sale of investments		142 728	-	142 728	-	7 915	150 643	45 497
Total non-recurrent items		142 728	-	142 728	-	7 915	150 643	45 497
Surplus/(Deficit) before finance costs		337 033	78 091	415 124	39 551	(22 439)	432 236	180 161
Finance costs	16	34 159	24	34 183	21 329	-	55 512	62 920
Net surplus/(deficit) for the year		302 874	78 067	380 941	18 222	(22 439)	376 724	117 241

CONSOLIDATED STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME

for the year ended 31 December 2017

	Notes	Education and General			Student Residences Restricted	Endowed Funds Restricted	2017 Total	2016 Total
		Council- Controlled Funds Unrestricted	Specifically Funded Activities Restricted	Sub-Total				
		R '000	R '000	R '000	R '000	R '000	R '000	R '000
Net surplus/(deficit) for the year		302 874	78 067	380 941	18 222	(22 439)	376 724	117 241
Other comprehensive income								
Items that will be re-classified to profit and loss								
Net unrealised gains/(losses)		(3 142)	-	(3 142)	-	(174)	(3 316)	(76 511)
Net gain on available for sale financial assets		139 586	-	139 586	-	7 741	147 327	(31 014)
Reclassification of realised gains		(142 728)	-	(142 728)	-	(7 915)	(150 643)	(45 497)
Items that will not be re-classified to profit and loss								
Release of revaluation reserve		78 849	-	78 849	-	-	78 849	78 849
Remeasurement of post-retirement obligations		32 840	-	32 840	-	-	32 840	(88 857)
Revaluation of buildings		-	-	-	-	-	-	2 407
Total other comprehensive income		108 547	-	108 547	-	(174)	108 373	(84 112)
Total comprehensive income/(loss) for the year		411 421	78 067	489 488	18 222	(22 613)	485 097	33 129

CONSOLIDATED STATEMENT OF CHANGES IN FUNDS AND RESERVES

for the year ended 31 December 2017

	Non-Distributable Funds		Funds Designated for Specific Activities		Council-Controlled Funds			Total Funds
	Endowed Funds Restricted	Revaluation Reserve Restricted	Education Restricted	Student Residences Restricted	Operating Funds Unrestricted	PPE Funds Unrestricted	Sub-Total	
	R '000	R '000	R '000	R '000	R '000	R '000	R '000	
Balance at 01 January 2016	596 177	2 990 898	1 645 372	71 566	(1 714 605)	1 112 863	(601 743)	4 702 270
Net surplus for the year	37 673	-	(119 538)	22 661	176 445	-	176 445	117 242
Other comprehensive income	(39 225)	-	-	-	(123 737)	-	(123 737)	(162 962)
Total comprehensive income for the year	(1 552)	-	(119 538)	22 661	52 708	-	52 708	(45 721)
Change in fair value of investments	39 225	(76 511)	-	-	37 286	-	37 286	-
Transfer to revaluation reserve	-	2 407	-	-	(2 407)	-	(2 407)	-
Release of revaluation reserve	-	(78 849)	-	-	78 849	-	78 849	-
Transfers between funds	-	-	59 664	(290)	(80 627)	18 106	(62 520)	(3 148)
Balance at 01 January 2017	633 850	2 837 945	1 585 498	93 937	(1 628 796)	1 130 969	(497 827)	4 653 403
Net surplus for the year	(22 439)	-	78 067	18 222	302 874	-	302 874	376 724
Other comprehensive income	(174)	-	-	-	29 698	-	29 698	29 524
Total comprehensive income for the year	(22 613)	-	78 067	18 222	332 572	-	332 572	406 248
Change in fair value of investments	174	(3 316)	-	-	3 142	-	3 142	-
Transfer between funds	(237)	-	(22 900)	(2 236)	(133 191)	160 527	27 336	1 963
Release of revaluation reserve	-	(78 849)	-	-	78 849	-	78 849	-
Balance at 31 December 2017	611 174	2 755 780	1 640 665	109 923	(1 347 424)	1 291 496	(55 928)	5 061 614

CONSOLIDATED STATEMENT OF CASH FLOWS

for the year ended 31 December 2017

		2017	2016
	Notes	R'000	R'000
Cash flows from operating activities			
Cash generated from operations	22	437 265	634 926
Interest income	16	205 812	126 444
Dividend income	16	26 306	18 783
Finance costs		(55 512)	(62 920)
Net cash inflows from operating activities		613 871	717 233
Cash flows from investing activities			
Additions to property, plant and equipment	2	(305 617)	(258 898)
Proceeds from disposal of property, plant and equipment		2 221	127
Additions of investments		(473 962)	-
Withdrawals of investments		526 534	54 116
Decrease/(Increase) in Tertiary Education and Research Network of South Africa ("TENET") loan receivable		2 213	1 199
(Increase)/decrease in long term fixed deposits		(22 860)	-
Decrease/(increase) in short term fixed deposits and money market funds		(755 370)	117 711
Reinvestment of net investment income		(52 211)	(51 116)
Net cash from investing activities		(1 079 052)	(136 860)
Cash flows from financing activities			
Repayment of long-term loan: Development Bank of Southern Africa		(26 894)	(21 656)
Other borrowings		-	(15)
Repayment of student loans		1 599	4 703
Increase in student loans		(2 374)	(6 604)
Non-current portion of ABSA vehicle liability		(5 712)	(18 667)
Non-current portion of ABSA vehicle receivable		(111)	(88)
Increase/(decrease) in finance lease liabilities		(223)	(690)
Net cash from financing activities		(33 715)	(43 017)
Total cash movement for the year		(498 896)	537 356
Cash at the beginning of the year		1 043 712	506 356
Total cash at end of the year	7	544 816	1 043 712

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

for the year ended 31 December 2017

1. ACCOUNTING POLICIES

1.1 STATEMENT OF COMPLIANCE

The consolidated annual financial statements are prepared in accordance with International Financial Reporting Standards and in the manner required by the Minister of Higher Education and Training in terms of section 41 of the Higher Education Act (Act No. 101 of 1997), as amended.

1.2 BASIS OF PREPARATION

The consolidated financial statements are presented in South African Rands, rounded to the nearest thousand (R'000) in each case. They are prepared under the historical cost basis, except for the revaluation of land and buildings and financial instruments. 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.

APPLICATION OF NEW AND REVISED INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRSS)

In the current year the University has adopted all of the new and revised Standards and Interpretations issued by the International Accounting Standards Board (IASB) and the International Financial Reporting Interpretations Committee (IFRIC) of the IASB that are relevant to its operations and effective for annual reporting periods beginning on 1 January 2017. These standards have not had a material impact on the 2017 annual financial statements.

1.3 BASIS OF CONSOLIDATION

The consolidated financial statements comprise the financial statements of the University and its related entities as at 31 December each year.

Related entities are entities controlled by the University. The University controls an entity when the University is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Related entities are consolidated from the date on which control is obtained by the University and until they are disposed of or control ceases. All inter-group transactions, balances and unrealised surpluses and deficits are eliminated on consolidation. Where necessary, appropriate adjustments are made to the accounting policies of related entities on consolidation to ensure consistency with the policies adopted by the University.

1.4 USE OF ESTIMATES AND JUDGEMENTS

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

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.

In applying the University's accounting policies, management has made the following judgements, apart from those involving estimations, which most significantly affect the amounts recognised in the financial statements.

KEY SOURCES OF ESTIMATION UNCERTAINTY

Assumptions concerning the future and other key sources of estimation uncertainty at the end of the reporting year, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are set out below:

DEPRECIATION

At the end of each reporting year, material assets within property, plant and equipment are reviewed to assess whether the estimated useful lives and residual values are appropriate. The estimate and judgement relates to useful lives and residual values.

IMPAIRMENT

Management assess whether there are any indicators of impairment for all non-financial assets at each reporting date. The estimate and judgement relates to discount rate, projected cash flow and net present values.

RECEIVABLES

At the end of each reporting year, management makes an estimate of the provision for impairment of receivables that are considered irrecoverable. Impairments of receivables takes into account the cost of collection of the receivables. The estimate and judgement relates to collectability of the receivables.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

1. ACCOUNTING POLICIES ...continued

1.4 USE OF ESTIMATES AND JUDGMENTS ...continued

EMPLOYEE BENEFITS

A provision is made for the estimated liability for annual leave and as a result of services rendered by academic professional, administrative and other support staff up to the financial year end.

POST-RETIREMENT OBLIGATIONS

For the purposes of valuing the University's future obligations in respect of post-retirement health care, provident fund and pension fund benefits, key assumptions are made in respect of discount rates, expected inflation on medical aid contributions, expected age of retirement and mortality rates.

1.5 INCOME RECOGNITION

State subsidies and grants for general purposes are recognised as income in the financial year to which they relate. Subsidies and grants for specific purposes are brought into the appropriate fund at the time that they are available to finance the expenditure for the purpose provided. However, if funding is provided in advance of the specified requirement, (i.e. the University does not have immediate legal entitlement to it), the relevant amount is deferred and recognised in the applicable subsequent period.

Income received for designated specific purposes arises from contracts, grants, donations and income for specific endowments and is brought into the consolidated statement of profit and loss in the financial period in which the University becomes entitled to the use of these funds in accordance with relevant agreements.

Funds received which the University cannot use until some specified future period or occurrence, are held in an appropriate fund until the financial period in which the funds can be used, at which time the amount is recognised as income. If the funds are returnable to their source in the absence of the event or occurrence, or in the case of trust and agency monies, they are disclosed on the balance sheet under non-current or current liabilities, as applicable.

Tuition and residence fees are recognised as income in the period to which they relate, i.e. at the time these fees are formally billed. Deposits provided by prospective students are treated as current

liabilities until these amounts are billed as due. Provision is made for the estimated unrealisable amount.

Interest is recognised on a time allocation basis, taking account of the principal outstanding and the effective rate over the period to maturity, when it is determined that such income will accrue to the University. Dividends are recognised when the right to receive payment is established. Interest, dividends and other income received or due on assets representing trust funds are transferred to income only in terms of the relevant legal conditions governing such funds.

1.6 SEGMENT INFORMATION AND ACCUMULATED FUNDS

The consolidated statement of profit and loss and the statement of changes in funds and reserves are prepared on a segmented basis in the manner required in terms of section 41 of the Higher Education Act, (Act No. 101 of 1997), as amended. Income and expenditure categorised as "Council-controlled" relate to funds over which the Council of the University has legal control and unrestricted, i.e. discretionary, authority. Specifically-funded activities relate to funds generated and utilised in terms of the legal requirements of the grantors and donors of such funds and are therefore regarded as "restricted use" funds.

Student residences income, expenditure and funds relate to the provision of student accommodation and housing. Income and expenditure shown as Endowment Funds comprise funds received for bursaries, scholarships and related activities. The consolidated statement of changes in funds and reserves is similarly segmented and also includes a Property, Plant and Equipment (PPE) fund, which represents the net carrying values of the PPE, less attributable external borrowings, and less the revaluation reserve applicable to PPE.

The Revaluation Reserve carries those gains and losses on investments that are not recognised in the consolidated statement of profit and loss, as well as the revaluation surplus on property, a portion of which is systematically released to income annually. The unrealised gains and losses arise as a result of movements in the fair value of investments.

Education and General funds comprise restricted purpose funds for which the University has, in terms of the related contractual agreements, obligations to utilise the relevant funds for specifically designated activities and to account accordingly.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

1. ACCOUNTING POLICIES ...continued

1.7 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 are translated at the rates of exchange ruling at the reporting date.

1.8 INVENTORIES

Inventories are stated at the lower of cost and net realisable value. Cost is determined by the weighted-average method and includes costs incurred in acquiring inventories and bringing them to their existing condition and location. Net realisable value is the estimated selling price of inventory, should it be sold at arms length, less estimated selling expenses.

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

1.9 EMPLOYEE BENEFITS

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.

RETIREMENT BENEFITS

The University provides retirement benefits for its employees through a number of defined contribution and defined benefit plans. Liabilities in respect of funded and unfunded obligations are recognised when employees have provided service for benefits to be paid in the future.

DEFINED BENEFIT PLANS

Defined benefit plans define an amount of pension and post retirement benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

For the defined benefit plans, the pension accounting costs are assessed using the projected unit credit method. Under this method, the cost of providing pensions is charged to the consolidated statement of profit and loss to spread the regular cost over the service lives of employees in accordance with the advice of qualified actuaries, who carry out full valuations of the plans annually. Pension obligations are measured at the present value of the estimated future cash outflows using interest rates of government securities that have terms to maturity approximating the terms of the related liabilities. All actuarial gains and losses are recognised immediately through other comprehensive income in order for the net plan asset or liability recognised in the statement of financial position to reflect the full value of the plan deficit and surplus.

POST-EMPLOYMENT OBLIGATIONS

The group operates various post-employment schemes, including both defined benefit and defined contribution pension plans and post-employment medical plans.

PENSION OBLIGATIONS

The liability or asset recognised in the statement of financial position in respect of defined benefit pension plans is the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method.

The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms approximating to the terms of the related obligation. In countries where there is no deep market in such bonds, the market rates on government bonds are used.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is included in the employee benefit expense in the statement of profit and loss.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, directly in other comprehensive income.

For defined contribution plans, the group pays contributions to privately administered pension insurance plans on a mandatory, contractual or voluntary basis. The group has no further payment obligations once the contributions have been paid. The contributions are recognised as an employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

1. ACCOUNTING POLICIES ...continued

1.9 EMPLOYEE BENEFITS ...continued

OTHER POST-EMPLOYMENT OBLIGATIONS

Post-retirement health care benefits are provided for all employees and retirees who were members of the University's medical schemes prior to 1 July 2004. The entitlement to post-retirement health care benefits is based on employees remaining in service up to retirement age. The expected costs of these benefits are accrued over the years of employment, using the same accounting methodology as used for defined benefit pension and provident plans.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to funds in other comprehensive income in the year in which they arise. These obligations are valued annually by independent qualified actuaries.

1.10 PROPERTY, PLANT AND EQUIPMENT

Land and Building assets are reflected at their open market values as determined from time to time by independent property valuers and updated annually by management to reflect market conditions less any accumulated depreciation.

Revaluations of land and buildings are conducted on a regular basis by management with reference to publicly available commercial property indexes appropriate to the University's property portfolio.

Surpluses arising on the revaluation of land and building assets are credited to a non-distributable revaluation reserve with an amount being released annually from the reserve to the main operating fund so as to match the depreciation of the related asset over its remaining useful life.

Items of property, plant and equipment are recorded at cost less accumulated depreciation and impairment losses. Donated assets are recorded at fair value on initial recognition as determined by management and/or external valuers and, subsequently, at their fair value on initial recognition, less accumulated depreciation and impairment losses.

Assets costing less than R5 000 are written off in the year of acquisition. Library books, journals and collections are written off in the year in which they are acquired.

Routine maintenance costs are charged to profit and loss as incurred. Costs of major maintenance or refurbishment of items of property, plant or equipment are recognised as expenses, except where the useful lives of the assets concerned have been extended. Where the carrying amount of an asset is greater than its estimated recoverable amount, it is written down immediately to its recoverable amount.

Interest costs on borrowings to finance the construction of property, plant and equipment are capitalised as part of the cost of the related assets during the period of time that is required to complete and prepare them for their intended use, in accordance with the requirements of IAS 23: Borrowing Costs.

The University conducts an annual assessment of the useful life and residual values of significant property, plant and equipment as required by International Financial Reporting Standards, IAS 16 property, plant and equipment and upon identifying significant cost components to these assets depreciates each of the asset's cost components separately according to their assigned useful life and residual values (if applicable).

Land is not depreciated as it is deemed to have an indefinite life. Depreciation on all other assets is calculated on the straight-line method, at rates calculated to write off the costs or revalued amounts of assets, to their residual values over their estimated useful lives, as follows:

Item	Average useful life
Buildings	
• Roof and main structure	50 years
• Lifts	15 years
• Air conditioners	15 years
Furniture and equipment	5 years
Motor vehicles	5 years
Museum Collections	5 years
Computer equipment	3 - 5 years

1.11 ACCOUNTING FOR LEASES

UNIVERSITY AS A LESSEE

Leases of property, plant and equipment where the University, as lessee, has substantially all the risks and rewards of ownership are classified as finance leases. Finance leases are capitalised at the lease's inception at the fair value of the leased property or, if lower, the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other short-term and long-term payables.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

1. ACCOUNTING POLICIES ...continued

1.11 ACCOUNTING FOR LEASES ...continued

UNIVERSITY AS A LESSEE ...continued

Each lease payment is allocated between the liability and finance cost. The finance cost is charged to the consolidated statement of profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under finance leases is depreciated over the asset's useful life or over the shorter of the asset's useful life and the lease term if there is no reasonable certainty that the group will obtain ownership at the end of the lease term.

Leases of property, plant and equipment where the University assumes substantially all the benefits and risks of ownership are classified as finance leases. A finance lease is capitalised at the estimated fair value of the leased asset at the inception of the lease, less accumulated depreciation and impairment losses, or, if lower at, the present value of the underlying lease payments.

Leases in which a significant portion of the risks and rewards of ownership are not transferred to the group as lessee are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the consolidated statement of profit or loss on a straight-line basis over the period of the lease.

Operating lease payments are recognised as expenses in the statement of profit and loss on a straight-line basis over the respective lease terms.

UNIVERSITY AS LESSOR

Lease income from operating leases where the group is a lessor is recognised in income on a straight-line basis over the lease term. The respective leased assets are included in the statement of financial position based on their nature.

1.12 PROVISIONS

Provisions are recognised when the University has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate of the amount of the obligation can be made.

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.

1.13 FINANCIAL INSTRUMENTS

Financial assets and liabilities are initially recognised when the University becomes party to the contractual provisions of the instruments.

Financial assets and liabilities are initially measured at the fair value plus transaction costs that are directly attributable to the acquisition or issue of the financial asset or liability, except instruments at fair value through profit and loss, which are recognised at fair value.

Financial assets and financial liabilities are offset and the net amounts are reported in the consolidated statement of financial position only when the University has a legally enforceable right to set off the recognised amounts, and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

The subsequent measurement of financial assets and liabilities depends upon the class of instrument.

The University determines the classification of its financial assets on initial recognition and, where allowed and where appropriate, re-evaluates this designation at each financial year-end.

Financial assets in the scope of IAS 39: Financial Instruments are classified variously as "available-for-sale" financial assets, "held-to-maturity" investments, financial assets at fair value through profit or loss, and loans and receivables, as appropriate.

"AVAILABLE-FOR-SALE" FINANCIAL ASSETS

Such assets comprise investments in listed equity shares, quoted interest-bearing corporate and government bonds, quoted unit trusts and money market deposits.

After initial recognition, "available-for-sale" financial assets are measured at fair value with gains or losses being recognised as "other comprehensive income" and accumulated as a separate component of funds until the investment is de-recognised or until the investment is determined to be impaired, at which time the cumulative gains or losses previously reported in funds are recycled through "other comprehensive income" and are included in the consolidated statement of profit and loss.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

1. ACCOUNTING POLICIES ...continued

1.13 FINANCIAL INSTRUMENTS ...continued

"HELD-TO-MATURITY" FINANCIAL ASSETS

"Held-to-maturity" investments are investments with fixed or determinable payments and fixed maturity dates. The intention of the University is to hold these investments to maturity. These investments are recognised at amortised cost using the effective interest rate method. Investments in sinking funds to meet certain debt obligations are classified as "held-to-maturity" and measured accordingly.

All investments, other than "held-to-maturity" investments, are measured at fair value without any deductions for transaction costs incurred on purchase. The fair value of marketable securities is the market value calculated by reference to securities exchange quoted selling prices at the close of business on the consolidated statement of financial position date.

LOANS AND RECEIVABLES

Such assets comprise student fees receivables, accounts receivable, student loans and loans to employees. These assets are initially measured at fair value and are subsequently measured at amortised cost using the effective interest rate method. Gains and losses are recognised in income when the loans and receivables are de-recognised or impaired, as well as through the amortisation process.

FINANCIAL LIABILITIES

Financial liabilities comprise accounts payable, deposits and borrowings.

Accounts payable and accrued liabilities are initially measured at fair value. They are subsequently recorded at amortised cost using the effective interest rate method. Gains and losses are recognised in income when the liabilities are de-recognised as well as through the amortisation process.

Deposits provided by prospective and current students are treated as current liabilities until the amounts are billed as due. Deposits are initially measured at fair value. They are subsequently measured at amortised cost.

BORROWINGS

Interest-bearing borrowings are recognised initially at fair value, less attributable transaction costs. Subsequent to initial recognition, interest-bearing borrowings are stated at amortised cost with any difference between the cost and redemption value being recognised in the consolidated statement of profit and loss over the period of the borrowings, using the effective interest method.

FAIR VALUE HIERARCHY

The University uses the following hierarchy for determining and disclosing the fair value of financial instruments by valuation technique:

Level 1: Quoted (unadjusted) prices in active market for identical assets and liabilities.

Level 2: Other techniques for which all inputs which have a significant effect on the recorded fair value are observable either directly or indirectly.

Level 3: Techniques which use input which have a significant effect on the recorded fair value that are not based on observable market data.

1.14 CASH AND CASH EQUIVALENTS

Cash and cash equivalents comprise cash on hand, deposits held at call with banks, short-term investments in money market instruments, net of bank overdrafts and other short-term, highly liquid investments with original maturities of three months or less. Bank overdrafts that are repayable on demand and form an integral part of the University's cash management are included as a component of cash and cash equivalents. Where no legal right of set-off exists against bank deposits, bank overdrafts are included under current liabilities in the consolidated statement of financial position. Cash and cash equivalents are initially measured at the fair value and subsequently measured at amortised cost.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

1. ACCOUNTING POLICIES ...continued

1.15 IMPAIRMENT

At each financial year-end date, an assessment of the carrying amounts of property, plant and equipment, investments and other assets is made to determine whether there are any indications of impairment. If such indication exists, the estimated recoverable amounts of the impaired assets are determined and adjusted accordingly. The resultant impairment losses on the differences between the recoverable and carrying amounts are recognised in the consolidated statement of profit and loss, unless the relevant assets are carried at revalued amounts, in which case the impairment losses are reversed against the revaluation reserve.

An impairment loss is reversed only to the extent that an asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, had no impairment loss been recognised.

1.16 RESEARCH AND DEVELOPMENT EXPENDITURE

Research and development expenditures are recognised as expenses in the periods in which they are incurred.

1.17 COMPUTER SOFTWARE DEVELOPMENT COSTS

Costs associated with developing computer software programmes are recognised as expenses when incurred.

1.18 DEFERRED GOVERNMENT GRANTS

Deferred Government grants arise as a result of grants received from Government bodies related to capital. These grants are deferred and released to income when utilised.

1.19 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 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.

1.20 NORMAL TAXATION

The University is exempted from normal taxation in terms of section 10 of the South African Income Tax, 1962 (Act no 58 of 1962).

1.21 CONTINGENT ASSETS

A contingent asset is a possible asset 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 University. Such contingent assets are only recognised in the financial statements where the realisation of income is virtually certain. If the inflow of economic benefits is only probable, the contingent asset is disclosed as a claim in favour of the University but not recognised in the statement of financial position.

1.22 CONTINGENT LIABILITIES

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 University, 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. If the likelihood of an outflow of resources is remote, the possible obligation is neither a provision nor a contingent liability and no disclosure is made.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

1. ACCOUNTING POLICIES ...continued

1.23 NEW ACCOUNTING STANDARDS

International financial reporting standards and amendments issued and effective for the first time for 31 December 2017 year end:

Standard/ Interpretation	Description	Effective for annual periods beginning on or after
IAS 7	Statement of Cash Flows Additional disclosure to evaluate changes in net debt arising from financing activities. Refer to note 22 for the disclosure required.	01/01/2017
IAS12	Income Taxes - Clarification on the requirements for recognising deferred tax assets on unrealised losses. - The amendment had no impact on the disclosure as the University of KwaZulu-Natal is exempt from South African normal taxation in terms of Section 10(1)(cN) of the Income Tax Act and therefore no provision has been made for taxation.	01/01/2017

International financial reporting standards and amendments issued but not effective for the first time for 31 December 2017 year end.

Recent changes in accounting standards and regulations that have been released were not effective for the year ended 31 December 2017 and consequently, were not applied in preparing the consolidated annual financial statements, include the following:

Standard/ Interpretation	Description	Effective for annual periods beginning on or after
IFRS 9	Financial Instruments A finalised version of IFRS 9 has been issued which replaces, in entirety, IAS 39. The completed standard comprises guidance on Classification and Measurement, Impairment and Hedge Accounting	01/01/2018
IFRS 15	Revenue from contracts with customers Replaces all existing revenue requirements in IFRS and applies to all revenue arising from contracts with customers. It also provides a model for the recognition and measurement of sales of some non-financial assets including disposals of property, equipment and intangible assets	01/01/2018
IFRS 16	Leases Recognition, measurement, presentation and disclosure of leases. The standard provides a single lease accounting model	01/01/2019

IFRS 9

IFRS 9 Financial Instruments became effective for annual periods beginning on or after 1 January 2018 and replaces the old IAS 39 Financial Instruments: Recognition and Measurement. The University will adopt the revised standard on 1 January 2018 and has completed an analysis of the expected impact of the adoption.

IFRS 9 consists of 3 significant modifications viz. the classification and measurement of financial instruments, a revision on the impairment of financial instruments and modifications to hedge accounting.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

1. ACCOUNTING POLICIES ...continued

1.23 NEW ACCOUNTING STANDARDS ...continued

IFRS 9 ...continued

The revised standard requires that all financial assets be classified either at fair value through profit and loss, fair value through other comprehensive income or amortised cost based on the entity's business model for managing the financial assets and the contractual cash flows of the financial asset. Financial liabilities are classified at amortised cost or fair value. In relation to impairment, IFRS 9 requires the use of an expected credit loss model as opposed to an incurred credit loss model as required under IAS 39. This requires an entity to account for expected credit losses at each reporting date since initial recognition based on the level of increase in credit risk. The general hedge accounting requirements remain the same under IFRS 9 but there is greater flexibility in terms of the types of transactions eligible for hedge accounting viz. the types of instruments available for hedge accounting and types of risks that can be hedged. There has also been a simplification of hedge effectiveness testing.

The University does not expect any changes in the classification and measurement of financial instruments when transitioning to the new standards except for "available for sale" financial instruments which will be classified at fair value through other comprehensive income" and held for trading financial instruments at fair value through profit and loss. In terms of impairment, the University will adopt the simplified approach for the impairment of trade and other receivables without a significant financing component and the general approach for all other financial assets including trade receivables that have a significant financing component. A detailed analysis of the financial statement impact of the transition to the revised impairment model has not as yet been completed. The University does not apply hedge accounting.

A modified approach will be applied whereby prior year financial information will not be restated. Any differences between the carrying amount of financial instruments on transition will be recorded in opening retained earnings on the date of initial application.

IFRS 15

IFRS 15 Revenue from Contracts with Customers became effective for annual periods beginning on or after 1 January 2018. The University will adopt the revised standard on 1 January 2018 and has completed an analysis of the expected impact of the adoption.

IFRS 15 is a revised standard which applies a five step revenue recognition and measurement process which includes the following:

1. Identification of a contract with a customer
2. Identification of the performance obligations in a contract
3. Determination of the transaction price
4. Allocation of the transaction price to respective performance obligations in the contract
5. Recognition of revenue when the performance obligation is satisfied

The revised standard also requires significant additional disclosure relating to revenue. Based on the analysis of the impact of the adoption of IFRS 15, the University has not noted any significant adjustments to the recognition and measurement of revenue.

A detailed analysis of the financial statement impact of the transition to the revised standard has not as yet been completed.

A modified approach will be applied whereby prior year financial information will not be restated. Any differences on transition will be recorded in opening retained earnings on the date of initial application.

IFRS 16

IFRS 16 Leases will become effective for annual periods beginning on or after 1 January 2019. The University will adopt the revised standard on 1 January 2019 and has completed an analysis of the expected impact of the adoption.

The main impact of the transition from IAS 17 Leases to IFRS 16 is the requirement to capitalise operating leases. The revised standard requires all leases with a lease term in excess of 12 months for items that are not considered low-value assets to be capitalised as a right-of-use asset with a corresponding lease obligation liability.

The University has identified operating leases under the following categories that would be affected by the adoption of IFRS 16:

LEASES OF PROPERTY

A detailed analysis of the financial statement impact of the transition to the revised standard has not as yet been completed.

A modified approach will be applied whereby prior year financial information will not be restated. Any differences on transition will be recorded in opening retained earnings on the date of initial application.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

2. PROPERTY, PLANT AND EQUIPMENT

Reconciliation of property, plant and equipment - at 31 December 2017

	Land and Buildings	Furniture and Equipment	Motor Vehicles	Museum Collections	Total
	R '000	R '000	R '000	R '000	R '000
Cost or valuation	4 065 229	732 706	61 024	1 900	4 860 859
Accumulated depreciation	(180 953)	(515 214)	(50 053)	(1 887)	(748 107)
Carrying value	3 884 276	217 492	10 971	13	4 112 752
Opening carrying value	3 893 475	158 022	8 643	13	4 060 153
Additions	154 827	145 043	5 747	-	305 617
Disposals	-	(3 929)	(180)	-	(4 110)
Depreciation	(164 026)	(81 644)	(3 239)	-	(248 908)
Closing carrying value	3 884 276	217 492	10 971	13	4 112 752

Reconciliation of property, plant and equipment - at 31 December 2016

	Land and Buildings	Furniture and Equipment	Motor Vehicles	Museum Collections	Total
	R '000	R '000	R '000	R '000	R '000
Cost or valuation	4 036 653	757 990	59 789	1 988	4 856 420
Accumulated depreciation	(143 178)	(599 968)	(51 146)	(1 975)	(796 267)
Carrying value	3 893 475	158 022	8 643	13	4 060 153
Opening carrying value	3 881 633	246 414	12 788	-	4 140 835
Additions	152 613	100 896	5 376	13	258 898
Disposals	-	(72 164)	(4 892)	-	(77 056)
Revaluation of buildings	4 959	-	-	-	4 959
Reversal of revaluation	(2 552)	-	-	-	(2 552)
Depreciation	(143 178)	(117 124)	(4 629)	-	(264 931)
Closing carrying value	3 893 475	158 022	8 643	13	4 060 153

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

2. PROPERTY, PLANT AND EQUIPMENT ...continued

A register of land and buildings is available for inspection 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 by the Minister of Higher Education and Training.

Fair Value of Land and Buildings

In line with the University's accounting policy, land and buildings are carried at the revalued amounts less subsequent accumulated depreciation and impairment losses.

An independent valuation of the University's land and buildings was performed by professional valuers Mills Fitchet, to determine the fair value of the land and buildings as at 31 December 2015. The revaluation surplus which resulted from the valuation performed as at 31 December 2015 was credited to other comprehensive income and is reflected within 'Revaluation Reserve' on the consolidated statement of changes in funds and reserves.

The following table analyses the non-financial assets carried at fair value less subsequent depreciation and impairment losses, by valuation method.

The different levels have been defined as follows:

- Quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1);
- Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices) (Level 2); and
- Inputs for the asset or liability that are not based on observable market data (that is, unobservable inputs) (Level 3).

Fair value measurements at 31 December 2015	Level 1	Level 2	Level 3	Total
	R '000	R '000	R '000	R '000
Land and buildings				
Land	-	-	383 213	383 213
Lecture halls and administration buildings	-	-	3 289 593	3 289 593
Residences	-	-	208 827	208 827
	-	-	3 881 633	3 881 633

Valuation processes of the University

The University engages external, independent and qualified valuers to determine the fair value of land and buildings. A formal valuation is performed on a periodic basis. As at 31 December 2015, the fair values of the land and buildings have been determined by professional valuers, Mills Fitchet, registered with South African Council for the Valuers Profession in terms of the Property Valuers Profession Act (Act No. 47 of 2000).

A limited review valuation performed as at 31 December 2017 did not identify any significant adjustments required to be made to the carrying amount of the land and buildings.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

3. INVESTMENTS

	2017	2016
	R'000	R'000
"Available for-sale" investments		
Market value at the beginning of the year	1 763 203	1 797 217
Additions of investments	473 962	-
Withdrawal of investments	(526 534)	(54 116)
Reinvestment of net investment income	52 211	51 116
Reinvestment of realised gains on sale of investments	150 643	45 497
Unrealised fair value adjustments	(3 316)	(76 511)
Closing market value at the end of the year	1 910 169	1 763 203
Total investments comprise the following categories:		
Local		
Equities	985 637	991 142
Money market	186 382	46 734
Bonds	275 030	205 544
Property	11 908	12 019
Other	71 956	67 727
International		
International market	379 256	440 037
Total investments	1 910 169	1 763 203

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

3. INVESTMENTS ...continued

The following table presents financial assets and liabilities measured at fair value in the statement of financial position in accordance with the fair value hierarchy. This hierarchy groups financial assets and liabilities into 3 levels based on the significance of inputs used in measuring of the fair value of the assets and liabilities. The fair value hierarchy has the following levels:

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: Inputs other than quoted price included within level 1 that are observable for the asset or liability either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3: Inputs for the asset or liability that are not based on observable market data (unobservable inputs). UKZN does not have any level 3 investments.

The level within which the financial asset or liability is classified is determined based on the lowest level of significant input to the fair value measurement. The financial assets and liabilities measured at fair value in the statement of financial position are grouped into the fair value hierarchy as follows:

Available for sale financial assets*	Level 1	Level 2	Total
	R'000	R'000	R'000
Equities	985 637	-	985 637
Money market	186 382	-	186 382
Bonds	275 030	-	275 030
International market	-	379 256	379 256
Property	-	11 908	11 908
Other	-	71 955	71 955

*Investments held in the form of unit trusts

Sensitivity analysis - equity price risk

A 1% increase or decrease in the market prices of the equity-based investments would have resulted in a corresponding change of R9.856 million (2016 : R9.91 million) in non-distributable funds.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

4. NON-CURRENT RECEIVABLES

	2017	2016
	R'000	R'000
Student loans	517 580	516 805
Accumulated impairment losses	(517 580)	(516 805)
Net student loans	-	-
Long-term fixed deposit	62 860	40 000
ABSA Financed vehicle receivable	19 371	25 083
Current portion of ABSA Financed Vehicle Receivable (note 6)	(9 938)	(15 762)
Tertiary Education and Research Network of South Africa ("TENET") loan receivable	5 352	7 565
Total non-current receivables	77 645	56 886
Student loans: movements for the year		
Opening carrying value	-	-
New students loans granted	2 374	6 604
Loans repaid	(1 599)	(4 703)
Impairment losses recognised	(775)	(1 901)
Closing carrying value	-	-

5. INVENTORIES

Stationery, technical stores and consumables	1 357	5 303
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6. ACCOUNTS RECEIVABLE AND PREPAYMENTS

Net student fees receivable	202 765	178 799
Student fees receivable	1 198 025	926 590
Accumulated impairment losses	(995 260)	(747 791)
Current portion of ABSA Financed vehicle receivables (note 4)	9 938	15 762
Net trade and other receivables	88 328	81 054
Trade and other receivables	239 699	209 763
Accumulated impairment losses	(151 371)	(128 709)
Prepayments	31 047	24 298
Interest receivable	32 675	23 678
Total accounts receivable and prepayments	364 753	323 591

Accounts receivables and prepayments are classified as loans and receivables and their carrying values approximate fair value.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

7. CASH AND CASH EQUIVALENTS

	2017	2016
	R'000	R'000
Cash and cash equivalents consist of:		
Cash at bank and on hand	92 502	129 501
Short-term bank deposits	452 314	914 211
Total cash and cash equivalents	544 816	1 043 712

The University has a bank overdraft facility of R18.87 million and other facilities of R51 million, which are available, if required, to finance its short-term working capital needs. The overdraft rate, when applicable, is linked to the prevailing prime bank rate and at 31 December 2017 was 10.25% per annum.

Interest is earned on call accounts and short-term notice deposits at current market rates. The effective interest rate for 2017 was 7.5%

The cash at bank and short term bank deposits are held in institutions with a P-3 Moody's Rating.

Financial Institution	Long-term Issuer Default Rating	Short-term Issuer Default Rating
Nedbank	Baa3	P-3
Standard Bank	Baa3	P-3
RMB	Baa3	P-3
Investec	Baa3	P-3

8. FIXED DEPOSITS AND MONEY MARKET FUNDS

	2017	2016
	R'000	R'000
Fixed deposits and money market funds maturing within 12 months	1 222 659	467 289
Total fixed deposits and money market funds	1 222 659	467 289

These funds are held in institutions with a P-3 Moody's Rating.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

9. BORROWINGS

	2017	2016
	R'000	R'000
9.1 Interest-bearing loans		
Development Bank of Southern Africa (DBSA) loan - tranche 1	181 909	193 065
Development Bank of Southern Africa (DBSA) loan - tranche 2	209 327	225 065
ABSA Financed Vehicle Payables	19 371	25 083
Finance lease liabilities (note 10)	165 295	165 518
Total borrowings	575 902	608 731
Current portion	(96 747)	(103 500)
Development Bank of Southern Africa (DBSA) loan - tranche 1	(26 856)	(26 856)
Development Bank of Southern Africa (DBSA) loan - tranche 2	(37 390)	(39 346)
ABSA Financed Vehicle Payables	(9 938)	(15 762)
Finance lease liabilities (note 10)	(22 563)	(21 536)
Total non-current borrowings	479 155	505 231

Interest-bearing loans are held to maturity at amortised cost.

The loans from the DBSA have been used to finance capital infrastructural development and with the exception of a R62.86 million cession of a fixed deposit, is unsecured. The first loan is for a period of 20 years, bears interest at a fixed rate of 8.55% per annum and is repayable in equal half-yearly installments, the last of which is due in 2027. The second loan is for a period of 20 years, bears interest at a variable rate of 3 months JIBAR, currently 6.99% per annum repayable in equal quarterly installments, the last of which is due in 2031.

9.2. Loans: terms and repayment schedule

	2017		2016	
	Interest rates (per annum)	Year of maturity	Interest rates (per annum)	Year of maturity
Development Bank of Southern Africa (DBSA) – tranche 1	8.55%	2027	8.55%	2027
Development Bank of Southern Africa (DBSA) – tranche 2	6.99%	2031	7.34%	2031
Finance leases				
Westville residences lease	13.00%	2029	13.00%	2029
ABSA vehicle scheme	Prime less	2018-2022	Prime less	2017-2021
	2.25%		2.25%	

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

10. FINANCE LEASES

	2017	2016
	R'000	R'000
Finance lease liabilities		
Total finance lease liability (note 9.1)	165 295	165 518
Current portion (note 9.1)	(22 563)	(21 536)
Non-current portion of finance lease liabilities	142 732	143 982

The escalation on the Westville residence lease, which accounts for R165.295 million of the above balance (2016: R165.07 million), is 7% per annum. There are no renewal terms or restrictions on the finance leases.

The capitalised finance lease assets (see below) serve as security for the finance lease liabilities. The interest rates used represent the market-related interest rates at the inception dates of the respective lease agreements.

Capitalised finance lease assets	Cost	Accumulated depreciation	2017	2016
	R'000	R'000	R'000	R'000
Movements for the year				
Opening carrying value	43 097	(13 819)	29 278	31 390
Additions	-	-	-	-
Disposals	(2 650)	2 650	-	-
Revaluation	-	-	-	-
Depreciation charge	-	(1 221)	(1 221)	(2 112)
Closing carrying value	40 447	(12 390)	28 057	29 278

Reconciliation of minimum lease payment with present values	Due within 1 year	Due within 2-5 years	Due after 5 years	2017	2016
	R'000	R'000	R'000	R'000	R'000
At 31 December 2017					
Minimum lease payments	22 563	107 189	188 973	318 725	339 811
Finance charges	(21 236)	(79 079)	(53 114)	(153 429)	(174 293)
Present value of finance lease liabilities	1 327	28 110	135 859	165 296	165 518

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

11. POST-RETIREMENT OBLIGATIONS

	2017	2016
	R'000	R'000
Defined benefit plans		
Health care benefits (note 11.1)	1 113 817	1 118 052
Provident and Pension Fund (note 11.2)	-	-
	1 113 817	1 118 052

11.1 Health care benefits

The University's obligations towards post-retirement health care obligations in respect of its two separately administered medical aid schemes were actuarially calculated by Momentum Life as at 31 December 2017 and are disclosed in terms of International Accounting Standard IAS 19: Employee Benefits, as follows:

	UKZN Medical Scheme	Bonitas Medical Scheme	2017	2016
	R'000	R'000	R'000	R'000
Amount accrued in respect of health care obligations	816 935	296 882	1 113 817	1 118 052
Movement in defined benefit liability over the current year is as follows:				
Balance at beginning of the year (at 1 January 2017):	831 381	286 671	1 118 052	1 079 568
Service cost	11 154	4 338	15 492	15 928
Interest cost	78 610	27 982	106 592	110 931
Benefit payments from plan	(50 251)	(13 697)	(63 948)	(59 066)
Remeasurements during the year:	(53 959)	(8 412)	(62 371)	(29 309)
Gain/loss from financial assumptions	(69 756)	(9 108)	(78 864)	(40 173)
Gain/loss from demographic assumptions	11 915	(1 835)	10 080	3 854
Other gains/losses	3 882	2 531	6 413	7 010
Balance at end of the year (at 31 December 2017)	816 935	296 882	1 113 817	1 118 052
Movement in the defined benefit liability over the prior year is as follows:				
Balance at beginning of the year (at 1 January 2016)	802 199	277 369	-	1 079 568
Service cost	11 428	4 500	-	15 928
Interest cost	81 781	29 150	-	110 931
Benefit payments from plan	(46 656)	(12 410)	-	(59 066)
Remeasurements during the year	(17 371)	(11 938)	-	(29 309)
Balance at end of the year (at 31 December 2016)	831 381	286 671	-	1 118 052

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

11. POST-RETIREMENT OBLIGATIONS ...continued

		UKZN Medical Scheme	Bonitas Medical Scheme	2017	2016
		R'000	R'000	R'000	R'000
The principal actuarial assumptions used for accounting purposes are:					
Health care cost inflation (per annum)		7.5%	7.5%		
Discount rate (per annum)		10.00%	9.75%		
Normal retirement age (years)		60	60		
Remaining average working lives of in-service employees (years)		12.6	14.1		
Post-retirement mortality table:		PA (90) - 3	PA (90) - 3		
Pre-retirement mortality table:		SA 85-90 Light	SA 85-90 Light		
The effect of a 1% change in the assumed health care cost inflation would be as follows:					
1% increase	Current service and interest costs	100 372	37 217	137 589	139 367
	Aggregate defined benefit obligation	911 119	336 876	1 247 995	1 260 261
1% decrease	Current service and interest costs	79 412	28 498	107 910	107 796
	Aggregate defined benefit obligation	737 457	263 638	1 001 095	999 121

The sensitivity of the defined benefit obligation to changes in the weighted principal assumptions is outlined below:	Change in assumption	Impact on obligation	
		UKZN Medical Scheme	Bonitas Medical Scheme
		R '000	R '000
Post-retirement mortality	1 year increase	844 732	306 264
Post-retirement mortality	1 year decrease	789 343	287 542

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

11. POST-RETIREMENT OBLIGATIONS ...continued

11.2 Provident and Pension fund obligations

The University's obligations towards post-retirement provident and pension fund obligations were actuarially calculated as at 31 December 2017 by ABSA Consultants and Actuaries and are disclosed in accordance with International Accounting Standard IAS 19: Employee Benefits, as follows:

			2017	2016
			R '000	R '000
	Provident Fund	Pension Fund		
	R '000	R '000		
Present value of funded obligation	271 434	1 072 580	1 344 014	1 296 809
Fair value of plan assets	(289 184)	(1 157 826)	(1 447 010)	(1 330 412)
Present value of net (surplus)/deficit	(17 750)	(85 246)	(102 996)	(33 603)
Balance not recognised	17 750	85 246	102 996	33 603
Amount accrued in respect of provident and pension fund obligations	-	-	-	-

Movement in the defined benefit liability in the current year is as follows:

	Obligation			Asset		
	Provident Fund	Pension Fund	Total	Provident Fund	Pension Fund	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Balance as at 1 January 2017	278 647	1 018 162	1 296 809	(283 255)	(1 047 157)	(1 330 412)
Service cost	11 278	30 872	42 150	-	-	-
Return on plan asset	-	-	-	(27 410)	(104 523)	(131 933)
Interest cost/(income)	26 960	101 696	128 656	-	-	-
Contributions	-	-	-	(9 071)	(25 730)	(34 801)
Benefit paid	(39 785)	(52 256)	(92 041)	39 785	52 256	92 041
Re-measurements	(5 666)	(25 894)	(31 560)	(9 233)	(32 672)	(41 905)
Balance at 31 December 2017	271 434	1 072 580	1 344 014	(289 184)	(1 157 826)	(1 447 010)

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

11. POST-RETIREMENT OBLIGATIONS ...continued

11.2 Provident and Pension fund obligations

Movement in the defined benefit liability in the prior year is as follows:

	Obligation			Asset		
	Provident Fund	Pension Fund	Total	Provident Fund	Pension Fund	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Balance as at 1 January 2016	274 373	952 540	1 226 913	(290 471)	(1 026 555)	(1 317 026)
Service cost	11 687	29 753	41 440	-	-	-
Return on plan asset	-	-	-	(27 030)	(98 662)	(125 692)
Interest cost/(income)	25 341	90 897	116 238	-	-	-
Contributions	-	-	-	(16 622)	(43 417)	(60 039)
Benefit paid	(34 286)	(60 925)	(95 211)	34 286	60 925	95 211
Re-measurements	1 532	5 897	7 429	16 582	60 552	77 134
Balance at 31 December 2016	278 647	1 018 162	1 296 809	(283 255)	(1 047 157)	(1 330 412)

The principal actuarial assumptions underlying the IAS 19 valuation were as follows:

	2017		2016	
	Provident fund	Pension Fund	Provident fund	Pension Fund
Discount rate (per annum)	9.70%	9.70%	9.8%	9.8%
Return on assets (per annum)	4.96%	4.96%	3.5%	3.7%
Future salary increases (per annum)	8.94%	8.94%	9.4%	9.4%
Post-retirement mortality table	PA (90) - 1	PA (90) - 1	PA (90) - 1	PA (90) - 1

The sensitivity of the defined benefit obligation to changes in the weighted principal assumptions is outlined below:

	Change in assumption on the defined benefit obligation	Increase/Decrease on obligation	
		Provident fund	Pension Fund
		R '000	R '000
Discount rate	1% increase	(22 507)	(96 082)
Salary inflation	1% increase	6 946	27 250
Post-retirement mortality	1 year increase	(2 966)	(15 379)
Discount rate	1% decrease	27 257	115 994
Salary inflation	1% decrease	(6 511)	(25 415)
Post-retirement mortality	1 year decrease	2 867	14 978

The above sensitivity analyses are based on a change in an assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions the same method has been applied when calculating the pension liability recognised within the statement of financial position.

The methods and types of assumptions used in preparing the sensitivity analysis did not change compared to the previous period.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

11. POST-RETIREMENT OBLIGATIONS ...continued

Post-retirement obligation amounts recognised in other comprehensive income:

	Provident fund	Pension Fund	Health Care Benefits	2017 Total
	R'000	R'000	R'000	R'000
Remeasurements	14 899	58 566	62 371	135 836
Asset ceiling applied - IAS 19	(17 750)	(85 246)	-	(102 996)
Total	(2 851)	(26 680)	62 371	32 840

Plan assets are held in a pure linked fund policy as defined in the Long Term Insurance Act 1998. The policy comprises a combination of assets, the value of which is directly determined by the market of the underlying investments. The following linked fund policy are held by the University:

	Provident fund	Pension Fund
	R'000	R'000
Momentum Enhanced Factor 6	295 090	1 126 093
Momentum Money Market	13 031	45 038
Total	308 121	1 171 131

12. EMPLOYEE BENEFITS

Reconciliation of employee benefits - 2017

	Leave Pay	Service Bonuses	Total
	R '000	R '000	R '000
Balances at 31 December	199 487	43 232	242 719

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

12. EMPLOYEE BENEFITS ...continued

Reconciliation of employee benefits - 2017

	Balances at beginning of the year	Utilised during the year	Net amount charged to the statement of comprehensive income	Balances at the end of the year
	R'000	R'000	R'000	R'000
Leave pay	183 671	(27 241)	43 057	199 487
Service bonuses	76 751	(76 751)	43 232	43 232
	260 422	(103 992)	86 289	242 719

Reconciliation of employee benefits - 2016

	Balances at beginning of the year	Utilised during the year	Net amount charged to the statement of comprehensive income	Balances at the end of the year
	R'000	R'000	R'000	R'000
Leave pay	170 324	(24 604)	37 951	183 671
Service bonuses	35 584	(35 584)	76 751	76 751
	205 908	(60 188)	114 702	260 422

The leave obligations cover the University's liability for long service leave and annual leave. The current portion of this liability includes all of the accrued annual leave, the unconditional entitlements to long service leave where employees have completed the required period of service and also those where employees are entitled to pro-rata payments in certain circumstances. The entire amount of the provision R242 719 000 (2016: R260 422 000) is presented as current, since the University does not have an unconditional right to defer settlement for any of these obligations. However, based on past experience, the University does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

The provision for leave pay is now reflected as current liabilities which falls due within 12 months. In the prior year the provision for leave pay and was disclosed under non-current and current liabilities. The prior year non-current portion of employee benefits has been included under the current portion of employee benefits on the Statement of Financial Position. The reclassification had no impact on the reported assets and liabilities in the prior year.

The following amounts reflect leave that is not expected to be taken or paid within the next 12 months:

	2017	2016
	R'000	R'000
Current leave obligations expected to be settled after 12 months	146 225	127 506

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

13. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2017	2016
	R'000	R'000
Trade and other payables	407 124	382 314
Trust and agency monies	83 557	76 751
Total accounts payable and accrued liabilities	490 681	459 065

Accounts payable and accrued liabilities are carried at amortised cost and their carrying values approximate fair value. Trade payables are settled on terms negotiated with the respective suppliers.

14. DEFERRED GRANTS

Department of Higher Education and Training (DHET)		
Health Sciences Grant - Clinical Training	-	18 992
Infrastructure and Efficiency funding	323 703	230 734
Teaching Development Grant	1 786	6 058
Access Funding Grant	292	1 481
Department of Higher Education and Training (NGAP)	21 474	9 924
ANRS	4 028	4 442
Agra	12 731	-
Agra MSC Programme	5 190	-
Bill & Melinda Gates Foundation	15 564	-
Other	183 987	212 876
	568 755	484 507
Reconciliation of movements for the year		
Opening balance	484 507	317 902
New grants received	212 869	338 835
Released to income	(128 621)	(172 230)
	568 755	484 507

Grants allocated by the Department of Higher Education and Training (DHET) and other donors have been deferred to the extent that the relevant "earmarked" funds have not yet been utilised for the purposes for which they were received. These grants are released to the consolidated statement of profit and loss in the same financial periods in which expenditure is incurred on the relevant projects.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

15. GOVERNMENT GRANTS AND SUBSIDIES

	Council- Controlled Funds	Specifically Funded Activities	Student Residences	2017	2016
	R'000	R'000	R'000	R'000	R'000
State block grant for general purposes	1 746 606	-	-	1 746 606	1 497 547
National Research Foundation	68	851	-	919	-
Grants received for specific purposes:	-	-	-	212 869	338 835
Access funding: foundation programmes	-	14 894	-	14 894	14 107
Infrastructure and efficiency funding	72 174	4 366	-	76 540	66 964
Clinical training funding: Health Sciences	-	66 485	-	66 485	57 154
Teaching development	16 503	6 851	-	23 354	22 706
Research and Development	-	-	-	-	28 086
Multi campus	-	-	-	-	5 500
Other funding	22 223	9 373	-	31 596	19 318
Funding no fee increase	-	-	-	-	125 000
Total government grants and subsidies	1 857 574	102 820	-	1 960 394	1 836 382

In the prior year, the total government grants and subsidies and other grants and subsidies received was disclosed on the consolidated statement of profit and loss under a single line item viz. government grants and subsidies. In the current year the total government grants and subsidies has been disclosed separately as government grants and subsidies R1,746,606,000 (2016: R1,497,547,000) and other grants and subsidies R213,788,000 (2016: R338,835,000) on the consolidated statement of profit and loss. The reclassification had no impact on the reported income and expenditure and assets and liabilities in the prior year.

16. INVESTMENT INCOME AND FINANCE COSTS

Investment income		
Interest income: short term deposits and call accounts	171 526	89 805
Income from "available for sale investments": dividends and interest	60 592	55 422
Dividends	26 306	18 783
Interest	34 286	36 639
	232 118	145 227
Finance costs		
Interest on interest-bearing loans		
- Interest incurred	34 145	41 505
Finance lease charges	21 367	21 415
Total finance costs	55 512	62 920

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

17. PERSONNEL COSTS

	Academic Professional	Other Personnel	2017	2016
	R '000	R '000	R'000	R'000
Salaries and wages	566 270	1 225 156	1 791 426	1 723 488
Retirement costs				
- defined contribution plans	67 088	145 149	212 237	125 948
- defined benefit plans (note 11.2)	1 287	2 785	4 072	(28 053)
Post-retirement health care obligations (note 11.1)	38 591	83 493	122 084	126 859
Leave pay	13 610	29 447	43 057	37 951
Total personnel costs	686 846	1 486 030	2 172 876	1 986 193

Average number of persons employed during the year, expressed in each case as full-time equivalent staff ("FTE's"):

Permanent staff	3 974	3 959
Total staff paid (including temporary)		
Minimum	7 293	6 451
Maximum	9 685	9 643

18. PAYMENTS FOR ATTENDANCE AT MEETINGS OF COUNCIL AND ITS COMMITTEE

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.

Designation / Category	Number of members paid		2017	2016
	2017	2016		
			R'000	R'000
Members of Council	18	19	966	714
Members of Council Committees	9	9	146	111
Total			1 112	825

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

18. PAYMENTS FOR ATTENDANCE AT MEETINGS OF COUNCIL AND ITS COMMITTEE ...continued

Name	Council (C)	2017	2016
		R'000	R'000
Professor J D Volmink	C	7	7
Mr M C Phakathi	C	16	-
Mr A G S Osman	C	-	29
Mr S S Ngcobo	C	22	43
Mrs D Z Sokhela	C	74	54
Rre E Litheko	C	89	58
Mrs B Letsoalo	C	53	34
Dr L M Moja	C	148	70
Mr L J Quayle	C	46	74
Ms N M Ntsinde	C	102	54
Dr A Ntsaluba	C	63	95
Ms N Pillay	C	23	16
Mr T F Zulu	C	38	18
Dr T H Dlamini	C	6	-
Dr R Singh	C	45	18
Ms T S Dlungwane	C	-	7
Mr V W Sibisi	C	52	66
Mr S M Mashita	C	72	48
Rev Dr V C Mehana	C	110	9
Mr N F Msiza	C	-	7
Mr A D Young	C	23	7
Mr N Maharajh		23	11
Adv S C Dlamini		5	9
Mr I Peer		8	23
Mr C N Bosenberg		17	25
Ms F A Masiko		11	-
Dr A J Johnson		29	11
Mrs E Maepa		15	11
Ms N I Reddy		7	-
Professor S Zinn		-	5
Mr S M Manyadu		8	7
Mrs Z Hill		-	9
		1 112	825

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

19. OPERATING LEASES AND CAPITAL COMMITMENTS

	2017	2016
	R'000	R'000
19.1 Operating leases		
At the financial year-end, the University had outstanding commitments under non-cancellable operating leases as follows:		
Operating leases – as lessee		
Rentals for equipment and premises payable as follows:		
Due within one year	116 616	20 914
Between one and five years	97 759	18 559
Later than five years	-	-
Operating leases – as lessor		
Rentals for premises receivable as follows:		
Due within one year	4 876	2 513
Between two and five years	-	4 876
Later than five years	-	-
19.2 Capital commitments		
Capital expenditure approved at the balance sheet date, but not recognised in the financial statements, is as follows:		
Property, plant and equipment		
- Approved, but not yet contracted for	266 827	213 803
2017	19 827	-
2018	247 000	176 753
2019	-	37 050
- Contracted	24 230	33 538
Department of Higher Education and Training (DHET - Infrastructure and efficiency funding projects)	218 465	127 796
TENET payment commitments	6 847	7 565

In accordance with the University's undertaking to expand on-site student accommodation capacity coupled with on-going maintenance and refurbishment of University infrastructure, the University has various projects in progress, with a planned spend value of R220.9m. A further allocation of R100 million has been approved by the Minister of Higher Education and Training as a conditional grant for the development of new residences. Total funding of R69.5m has also been approved by the Minister of Higher Education and Training towards maintenance. A further R65 million was approved by DHET for 2018 and R182 million has been allocated for infrastructure projects out of the University's budget. Funds received but unutilised at 31 December 2017 have been deferred.

In 2008, the University, together with a number of other Higher Education Institutions, entered into an agreement with the Tertiary Education and Research Network of South Africa (TENET), whereby the University agreed to subscribe and pay for 80 SEACOM CIR Units, payable in six annual instalments of US\$ 553 000 (approximately R5.72 million per annum). This consortium-based agreement will enable TENET to purchase capacity on the SEACOM submarine cable, which will allow the shared use of the cable by the University and by other participants to increase their bandwidth capacity.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

20. REMUNERATION OF EXECUTIVE MANAGEMENT

Annualised Gross Remuneration

The following disclosures relate to the remuneration of executive management as defined in the Regulations for Reporting by Public Higher Education Institutions. Gross remuneration is based on the cost of employment to the University and comprises flexible remuneration packages, suitably annualised, and is inclusive of the employer's contributions to health and post-retirement benefits. In the case of those employees who, during 2017, held office for periods of less than the full year, including acting appointments, the actual cost of employment has been disclosed in addition to the equivalent annualised cost. Exceptional payments to executive management as defined in the Regulations for Reporting by Public Higher Education Institutions are not included in annualised gross remuneration, but are instead disclosed under Exceptional Payments.

2017

Title and Name	Post designation / portfolio	Changes and acting appointments during the year (Dates / Periods of appointment)	Actual cost (see note above)	Annualised gross remuneration
			R'000	R'000
Executive management				
Dr A S van Jaarsveld	Vice-Chancellor and Principal		3 792	3 792
Professor R Vithal	Deputy Vice-Chancellor: Teaching and Learning	Early Retirement: 30 September 2017	1 735	2 313
Professor D Ramjugernath	Deputy Vice-Chancellor: Research	Appointed: 1 March 2017	1 641	1 969
Professor D Jaganyi	Agriculture, Engineering and Science	Early Retirement: 30 September 2017	1 440	1 920
Professor R Slotow	Health Sciences	Expiration of Contract: 30 September 2017	1 411	1 881
Professor B P Ncama	Health Sciences	Appointed: 1 October 2017	425	1 700
Professor C Potgieter	Humanities	Voluntary retrenchment: 30 September 2017	1 375	1 833
Professor J C Mubangizi	Law and Management Studies	Early Retirement: 30 September 2017	628	1 883
Professor N Poku	Law and Management Studies	Appointed: 1 December 2017	162	1 944
Mr L J Seshoka	Executive Director: Corporate Relations	Voluntary retrenchment: 30 September 2017	1 213	1 617
Mr S S Mokoena	Registrar		1 409	1 409
Mrs N Mbhele	Chief Finance Officer	Appointed: 1 March 2017	1 793	2 152
Dr M R Laka-Mathebula	Executive Director: Student Services	Appointed: 10 January 2017	1 764	1 804
Mrs A A Williamson	Executive Director: Human Resources	Resignation: 18 September 2017	1 460	2 042
Dr D E D Malaza	Executive Director: Institutional Planning and Governance		1 675	1 675

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

20. REMUNERATION OF EXECUTIVE MANAGEMENT ...continued

Title and Name	Post designation/portfolio	Changes and acting appointments during the year (Dates/Periods of appointment)	Actual cost (see note above)	Annualised gross remuneration
			R'000	R'000
Deans				
Professor B P Ncama	Dean: Nursing and Public Health	Appointment ended: 30 September 2017	1 087	1 449
Professor C Trois	Dean: Engineering		-	1 300
Professor B C Mubangizi	Dean: Teaching & Learning - Law & Management Studies		-	1 241
Professor M Reddi	Dean: Law		-	1 499
Professor M E S Soliman	Dean: Health Sciences	Appointed: 1 January 2017	-	1 239
Professor M V Mabandla	Dean: Laboratory Medicine & Medical Sciences	Appointed: 1 January 2017	-	1 254
Professor R S Robinson	Dean: Chemistry & Physics		-	1 231
Professor A T Modi	Dean: Earth and Environmental Sciences		-	1 519
Professor D E North	Dean: Mathematics, Statistics & Computer Science		-	1 294
Professor N J Mkhize	Dean: Humanities, Development and Social Sciences	Appointment ended: 30 April 2017	424	1 272
Professor T G Pelser	Dean: Graduate School of Business & Leadership		-	1 336
Professor H F Wissink	Dean: Information Technology and Governance		-	1 281
Professor O A Olaniran	Dean: Life Sciences		-	1 218
Professor T P Msibi	Dean: Education	Appointed: 01 May 2017	726	1 089
Professor J A Spurrett	Dean: Religion, Philosophy & Classics	Appointed: 01 July 2017	533	1 066
Professor B Pillay	Dean: Teaching and Learning - Agriculture, Engineering & Science		-	1 368
Professor M J Chimbari	Dean: Research Health Sciences	Appointment ended: 30 November 2017	1 100	1 200
Professor U Bob	Dean: Research		-	1 383
Professor M Carnelley	Dean: Research	Resigned: 31 March 2017	309	1 236
Professor S M Mutula	Dean: Social Sciences		-	1 188
Professor N P Hlongwa	Dean: Teaching and Learning Humanities	Appointment ended: 31 January	102	1 224
Professor K P Kirkman	Dean: Research: Agriculture, Engineering & Science		-	1 240
Professor P J Morojele	Dean: Humanities		-	1 220
Senior Management				
Professor A M Singh	Executive Director: University of KwaZulu-Natal Foundation		-	1 318

Exceptional Payments

During the year, the following exceptional payments, i.e. in excess of R249 999, were made to members of the Executive and other senior management. Exceptional payments, as defined for this purpose in terms of the Higher Education Act, include the commutation of leave, special bonuses and exceptional amounts arising on termination of employment with the University. Unless they are recurrent in nature, exceptional payments do not constitute part of the annualised gross remuneration disclosed in Annualised Gross Remuneration above.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

20. REMUNERATION OF EXECUTIVE MANAGEMENT ...continued

2017		R'000
Mr L J Seshoka	Voluntary retrenchment pay	1 594
Mr L J Seshoka	Leave pay on retrenchment	219
Professor D Jaganyi	Leave pay on retirement	554
Professor D Jaganyi	Early retirement pay	2 732
Professor C Potgieter	Leave pay on retrenchment	798
Professor C Potgieter	Voluntary retrenchment pay	1 527
Professor R Vithal	Early retirement pay	2 234
Professor R Vithal	Leave pay on retirement	894
Professor J C Mubangizi	Early retirement pay	1 154
Professor J C Mubangizi	Leave pay on retirement	177

21. OTHER OPERATING EXPENSES

	2017	2016
	R'000	R'000
The following items have been included in other operating expenses:		
Auditor's remuneration - external		
- statutory audit - current year	2 582	2 488
- prior year under-provision	-	792
- for other audit services (compliance certificates)	4 890	2 660
	7 472	5 940
Other		
Impairment losses on student loans, student fee debtors and other receivables	310 033	140 146
Rates	63 150	59 029
Utilities	158 297	133 828
Operating leases	246 920	155 185
Computer software costs	9 016	15 561
Legal expenses	7 368	9 411
Library acquisitions	45 732	60 490
Loss on transfer of assets	-	77 216
Repairs and maintenance	146 993	111 178
Security	98 453	111 850
Cleaning expenses	12 012	19 227
Printing and photocopying services	3 311	4 584
Facilities management services	33 168	60 343
Information technology	124	155
Other	1 233	1 351

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

22. CASH GENERATED FROM OPERATIONS

	2017	2016
	R'000	R'000
Net surplus/(deficit) for the year	376 724	117 241
Adjustments for:		
Depreciation	248 908	264 931
Loss on disposal of property, plant and equipment	3 851	-
Dividend income	(26 306)	(18 783)
Interest income	(205 812)	(126 444)
Loss on scrapping of assets	-	73 781
Net increase/(decrease) in post-retirement obligations	28 605	(50 373)
Net increase/(decrease) in accruals for leave pay and service bonuses	(17 703)	54 514
Increase in accumulated impairment losses - student loans	775	1 901
Realised gains on sale of investments	(150 643)	(45 497)
Finance costs	55 512	62 920
Changes in working capital:		
(Increase) in accounts receivable	(41 162)	(20 607)
Decrease in inventories	3 946	1 023
Increase in accounts payable and accrued liabilities	31 616	118 078
Increase in deferred grants	84 248	166 605
Increase in student deposits	44 706	35 636
	437 265	634 926
Net debt reconciliation		
This section sets out an analysis of net debt movements in net debt for the year ended 31 December 2017.		
Net debt comprises:		
Cash and cash equivalents	544 816	
Non-current borrowings	(479 155)	
Current borrowings	(96 747)	
Net debt	(31 086)	

	Assets	Liabilities from financing activities		
	Cash and cash equivalents	Borrowings due within one year	Borrowings due after one year	Total
	R '000	R'000	R'000	R'000
Opening balance at 31 December 2016	1 043 712	(103 500)	(505 231)	434 981
Cash flows	(498 896)	32 829	-	(466 067)
Transfer between categories	-	(26 076)	26 076	-
Net debt as at 31 December 2017	544 816	(96 747)	(479 155)	(31 086)

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

23. CONTINGENT LIABILITIES

	2017	2016
	R'000	R'000
Guarantees issued to eThekweni Municipality, Eskom, Oilco and the South African Post Office amounted to approximately:	8 752	9 616

During the ordinary course of its business, the University enters into a wide range of academic, research, commercial and community outreach programmes, contracts and transactions that expose it to varying types and degrees of risk. As far as it is practicable to do so, provisions are made for known liabilities that are expected to materialise. Possible obligations and known liabilities where no reliable estimate can be made or it is considered improbable that an outflow will result, are noted as contingent liabilities in accordance with International Financial Reporting Standard IAS 37: Provisions, Contingent Liabilities and Contingent Assets. The most significant contingent liabilities in respect of 2016 and subsequent thereto are described briefly below.

Various claims against the University are either pending or in progress. Having sought and obtained legal advice on each of these matters, management is of the opinion that no material losses will arise from these claims. The University's aggregate exposure resulting from litigation claims are not considered to be vexatious in nature, and none of which individually exceeds R1 million, in each case based on both the representations received from the respective attorneys handling such claims on behalf of the University and the University legal advisors.

24. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT

Overview

The University's principal financial instruments comprise available-for-sale investments, non-current receivables in the form of student loans, student fee debtors, trade and other receivables; cash and short-term bank deposits; interest-bearing borrowings, accounts payable and accrued liabilities, including monies held in trust and on an agency basis.

The University Council has overall responsibility for the establishment and oversight of the University's risk profile. Council has established the Audit and Risk, Finance and other committees to develop, monitor and manage the University's risk management policies on its behalf and Executive management is responsible for implementing, managing and complying with selected risk management strategies. All potential risks are identified, evaluated and managed as appropriate. Risk management policies, systems and procedures are reviewed regularly to reflect changes in market conditions, the Higher Education sector and in the University's operating environment. The Chairpersons of the respective committees, the Vice-Chancellor and other members of Executive management report regularly to the Council on risk management activities and results. The University, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees, students and other stakeholders understand their roles and obligations.

The University's policies regarding insurance and risk cover are set and monitored by the Finance Committee. Likewise, decisions on the level of financial risk are taken by the Finance Committee and enforced by the University's Finance Division in terms of established limits by reference, in each case, to the particular transaction type, the monetary amounts and the counter-parties involved. Financial risks arising from the University's use of financial instruments include the following:

- Credit risk
- Liquidity risk
- Foreign currency risk
- Interest rate risk
- Investment risk

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

24. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT ...continued

Credit risk

The University has no significant concentrations of credit risk. As a matter of policy, the University trades only with recognised, creditworthy third parties, who are subject to credit verification procedures, terms and conditions of trade specified by the University.

The University's credit risk exposure is represented primarily by the net aggregate balance of amounts receivable in respect of unpaid student fees, loans and general trade receivables. Collateral security is obtained in respect of all student loans. Other measures, including the withholding of examination results, denied re-admission after the first semester and the refusal to allow students in default of their financial obligations to register in the ensuing academic year, are applied to minimise credit risk. Debt collection procedures are applied as diligently as circumstances permit, both by the University Finance Division and also by externally-appointed attorneys acting on behalf of the University, and in such a way as to minimise risk and related collection costs. As a general principle, no collateral is required for general trade debtors and other receivables.

The University provides for impairment losses in respect of student-related receivables (student loans and fee debtors) and other trade receivables to the extent that these can be reliably and conservatively determined, having regard to the credit risk experience and payment history of the particular categories of debtors.

The carrying values of financial assets recognised in the financial statements which is not part of impairment losses represent the maximum exposure to credit risk, without taking into account collateral or other enhancements held.

The carrying values of financial assets represent maximum credit exposure. The maximum exposure to credit risk at the reporting date was:

	2017	2016
	R'000	R'000
"Available-for-sale" investments		
Investments	1 910 169	1 763 203
Fixed deposits and money market funds	1 222 659	467 289
Loans and receivables		
ABSA finance vehicle receivable	19 371	25 083
Tertiary Education and Research Network of South Africa	5 352	7 565
Student fees receivable	202 765	178 799
Trade and other receivables	88 328	81 054
Cash and cash equivalents	544 816	1 043 712
"Held to maturity"		
Long-term fixed deposit	62 860	40 000
	4 056 320	3 606 705

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

24. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT ...continued

Credit quality of financial assets

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to historical information about counterparty default rates:

	2017	2016
	R'000	R'000
Other trade receivables		
Counterparties without external credit rating:		
Group 1 New customers with no defaults		
Group 2 Existing customers more than six months with no defaults in the past	24 723	32 648
Group 3 Existing customers with some defaults in the past	291 093	259 853
	315 816	292 501
Cash at bank and short term deposits		
The cash at bank and short term bank deposits are held in institutions with a P-3 rating. (Moody's Rating)	544 816	1 043 712
Available-for-sale financial assets		
Beginning of year	1 763 203	1 797 217
(Disposals)/Additions	(52 572)	(54 116)
Net gains transfer to equity	147 327	(31 014)
Interest and dividends capitalized	52 211	51 116
End of year (refer note 3)	1 910 169	1 763 203
There were no impairment provisions on available-for-sale financial assets in 2017 or 2016.		
Financial liabilities		
Interest-bearing borrowings	575 902	608 731
Accounts payable and accrued liabilities	490 681	459 065
	1 066 583	1 067 796
Credit risk		
The carrying values of financial assets recognised in the financial statement which is not part of impairment losses represent the maximum exposure to credit risk, without taking into account collateral or other enhancements held.		
The maximum exposure to credit risk for student loans and other accounts receivable at the reporting date was:		
Student loans (note 4)	-	-
ABSA finance vehicle receivable (note 4)	19 371	25 083
Student fees (note 6)	202 765	178 799
Trade and other receivables (note 6)	88 328	81 054
	310 464	284 936

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

24. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT ...continued

Loans and receivables that are considered to be impaired have been provided for as disclosed in the analysis of impairment losses below.

Carrying amount is a fair reflection of the fair value as this is the amount which can be expected to be received from debtors.

The ageing of receivables at the reporting date was as follows:

	2017	2017	2016	2016
	R '000	R'000	R'000	R'000
	Gross	Impairment	Gross	Impairment
Impairment losses				
Student loans				
Loans administered by the University of KwaZulu-Natal - past due except as indicated				
2017	775	775	-	-
2016	2 097	2 097	2 097	2 097
2015	7 320	7 320	7 320	7 320
2014	698	698	698	698
2013	2 554	2 554	2 554	2 554
2012	2 494	2 494	2 494	2 494
2011 and before	133 015	133 015	133 015	133 015
Total UKZN administered loans	148 953	148 953	148 178	148 178
Loans administered by NSFAS - past due				
2014	16 740	16 740	16 740	16 740
2013	82 386	82 386	82 386	82 386
2012	20 473	20 473	20 473	20 473
2011	30 925	30 925	30 925	30 925
2010 and before	218 103	218 103	218 103	218 103
Total of NSFAS administered loans	368 627	368 627	368 627	368 627
Total student loans (note 4)	517 580	517 580	516 805	516 805

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

24. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT ...continued

	2017	2017	2016	2016
	R '000	R'000	R'000	R'000
	Gross	Impairment	Gross	Impairment
External loans				
Tertiary Education and Research Network of South Africa ("TNET") loan receivable				
2013	1 086	-	1 086	-
2012	1 138	-	1 138	-
2011	3 128	-	4 261	-
2010	-	-	1 080	-
Total external loans (note 4)	5 352	-	7 565	-
Student debtors for fees past due				
2017	271 435	72 201	-	-
2016	175 268	175 268	175 268	-
2015	324 014	320 483	324 014	320 483
2014	151 393	151 393	151 393	151 393
2013	111 613	111 613	111 613	111 613
2012	24 969	24 969	24 969	24 969
2011	139 333	139 333	139 333	139 333
Total student debtors for fees (note 6)	1 198 025	995 260	926 590	747 791
Trade and other receivables				
2017	29 936	22 662	-	-
2016	(8 503)	-	(8 503)	-
2015	111 809	102 310	111 809	102 310
2014	106 457	26 399	106 457	26 399
Total trade and other receivables (note 6)	239 699	151 371	209 763	128 709

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

24. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT ...continued

	2017	2016
	R'000	R'000
	Impairment	Impairment
The movement in the allowances for impairment in respect of receivables during the year were as follows:		
Student loans		
University of KwaZulu-Natal loans		
Balance at 1 January	148 178	146 081
Impairment losses/(gains) recognised	775	2 097
Balance at 31 December	148 953	148 178
NSFAS and external loans		
Balance at 1 January	368 627	368 823
Impairment losses/(gains) recognised	-	(196)
Balance at 31 December	368 627	368 627
Student debtors for fees		
Balance at 1 January	747 791	609 692
Impairment losses/(gains) recognised	247 469	138 099
Balance at 31 December	995 260	747 791
Trade and other receivable		
Balance at 1 January	128 709	128 709
Impairment losses/(gains) recognised	22 662	-
Balance at 31 December	151 371	128 709

The recognition of impairment losses and gains in respect of financial instruments is based on an assessment of the past payment history for each of the respective categories of student loans, student debtors for fees, trade and other receivables.

Total interest earned in 2017 amounted to R18.2 million (2016: R14.1 million).

Interest, at 9%, is charged on outstanding loans and fees.

Actual write-offs of student debtors during the 2017 year amounted to Rnil (2016: Rnil).

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

24. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT ...continued

Liquidity risk

The University manages its liquidity risk by monitoring its daily cash flow to ensure that surpluses are optimally invested and that adequate cash is available to meet its day-to-day operations in the short- and medium-terms, based on rolling cash flow projections. The University adopts a diversified investment strategy with specified major financial institutions, each of which is required to be accredited by the Finance Committee, and has no significant concentration of credit risk with any single counter-party.

The timing and cyclical nature of the University's cash inflows and outflows are such that liquidity problems are unlikely to arise. Furthermore, the University has access to funds through its short-term deposits and overdraft facilities in the event that any unforeseen event occurs.

The following are the contractual maturities of financial liabilities, including interest payments:

	Contractual cash flows	Within 12 months	1- 2 years	2 - 5 years	More than 5 years	Carrying value
	R '000	R'000	R'000	R'000	R'000	R'000
31 December 2017						
Interest-bearing borrowings	894 121	60 271	112 609	294 557	426 684	575 902
Accounts payable and accrued liabilities	490 681	490 681	-	-	-	490 681
Student deposits	180 663	180 663	-	-	-	180 663
	1 565 465	731 615	112 609	294 557	426 684	1 247 246
31 December 2016						
Interest-bearing borrowings	1 004 263	103 050	164 860	301 674	434 679	608 731
Accounts payable and accrued liabilities	459 065	459 065	-	-	-	459 065
Student deposits	135 957	135 957	-	-	-	135 957
	1 599 285	698 072	164 860	301 674	434 679	1 203 753

Foreign currency risk

Foreign currency transactions constitute a risk to the University, especially in relation to a significant proportion of its annual expenditure in the form of library acquisitions and imported capital equipment. Correspondingly, the University is susceptible to the risk of exchange rate fluctuations arising from major foreign grants and donations, the receipt of which, often by way of a series of tranches, may be spread over an extended period of time. Various strategies, including the selective use of forward exchange contracts and locally-based intermediary agents, are employed to minimise the related currency risks as far as practicable.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

24. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT ...continued

	2017	2016
	R'000	R'000
Foreign currency exposure at the end of the reporting period		
Current assets		
Cash and cash equivalents	14	14
Currency risk		
Sensitivity analysis		
A 10% strengthening / (weakening) of the US Dollar at 31 December would have increased / (decreased) cash and cash equivalents and, correspondingly, the net surplus / (deficit) for the year, as follows:	1	1
The following exchange rates applied:		
Foreign Currency: United States Dollar	R/US\$	R/US\$
Average rate during the year	13.30	14.70
Spot rate at reporting date	12.30	13.65

Management of cash and cash equivalents

Cash and cash equivalents comprise cash on hand and fixed deposits. Centralised cash pooling arrangements are in place which ensure that cash is utilised most efficiently for ongoing working capital needs of the University and in addition to ensure that the University earns the most advantageous rates of interest available.

Interest rate risk

Financial assets and liabilities affected by interest rate fluctuations include bank deposits and short-term investments, as well as borrowings. Deposits comprise fixed notice and call account deposits. At the balance sheet date, these deposits were either accessible immediately or had maturity dates not exceeding twelve months. Interest rates earned on these deposits and other investments closely approximate prevailing market rates.

The University's borrowings to finance its operations are at both fixed and variable rates of interest depending, in each case, on the nature and duration of the respective borrowings and the specific purpose for which such borrowings are required. The level of borrowings and, consequently, the debt servicing costs are closely monitored and controlled by the Finance Committee on behalf of Council, having regard to the prevailing, and projected, interest rates and the University's capacity to service such debt from future earnings. In this respect, Council has imposed an upper limit, expressed as a proportion of the University's recurrent annual income ("debt service threshold"), adherence to which is strictly enforced by the Finance Division.

The University has a number of interest-bearing receivables, notably long-term student loans, overdue student fee debtors and staff loans. In each case, the interest rates charged are variable, linked to prime bank rates and are reviewed at least annually by the Finance Committee.

Fixed rate instruments		
Financial assets	1 222 659	467 289
Financial liabilities	181 909	193 065
- Interest bearing borrowings	155 053	166 209
- Current interest bearing borrowings	26 856	26 856
Variable rate instruments		
Financial assets	887 956	1 191 069
- Non-current receivables	19 371	25 083
- Accounts receivable	323 769	283 531
- Cash and cash equivalents	544 816	1 043 712
Financial Liabilities	393 994	415 666
- Interest bearing borrowings	324 103	339 022
- Current interest bearing borrowings	69 891	76 644

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

24. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT ...continued

Fair value sensitivity analysis for fixed instruments

The University does not account for any fixed rate financial assets and liabilities at fair value through the income statement. Therefore, a change in the interest rates at the reporting date would not affect the reported net surplus. The University holds no "available-for-sale" financial assets that are exposed to interest rate risk.

Cash flow sensitivity for variable rate instruments

A change of 1% in the interest rate would not result in a material adjustment to the reported surplus or fund balances.

A one percentage point increase or decrease in the interest rate would have had a R4,9m increase or decrease in the reported net surplus for the year.

Investment risk

The University is exposed to risk on its investment portfolios. This risk is managed by selected, reputable portfolio managers who operate under defined mandates, which are designed to both limit the risk and also optimise the University's returns on these investments, having regard to the nature and purpose of the underlying funds. The performance of the respective fund managers are monitored closely by the Finance Committee and, in the case of the University Foundation and other subsidiaries, by the respective Boards of Trustees or Directors, as the case may be.

Fair values of financial instruments

The carrying values of all financial instruments approximate their fair values.

Fair value estimation

The University adopted the amendments to the IFRS 7 Financial Instruments: Disclosures for financial instruments that are measured in the statement of financial position at fair value requiring disclosure of fair value measurements by level of the following fair value measurement hierarchy:

- Level 1 - quoted prices (unadjusted) in an active markets for identical assets or liabilities.
- Level 2 - inputs other than quoted prices included in level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is derived from bias.)
- Level 3 - inputs for the asset or liability that are not based on observable market data (that is unobservable inputs.)

The only financial instruments subject to fair value estimation are "available-for-sale" investments, which are categorised as level 1 in terms of above hierarchy (refer to note 3). See note 2 for disclosures of the land and buildings that are measured at fair value.

Level 1 financial instruments

The fair value of financial instruments traded in active markets is based on quoted market prices at the balance sheet date. A market is regarded as active if quoted prices are readily and regularly available from an exchange, dealer, broker, industry group, pricing service, or regulatory agency, and those prices represent actual and regularly occurring market transactions on an arm's length basis. The quoted market price used for the 'available for sale' financial asset held by the University is the current bid price. These instrument are included in Level 1. The composition of the instrument has been detailed in note 3.

25. RELATED PARTY TRANSACTIONS

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 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. All payments to members of executive and senior management are disclosed in note 20. There were no material contracts entered into with Executive management during the year under review.

26. TAXATION

The University of KwaZulu-Natal is exempt from South African normal taxation in terms of Section 10(1)(cN) of the Income Tax Act and therefore no provision has been made for taxation. Value Added Tax (VAT) is claimed on an apportionment basis.

27. AFFILIATED UNITS

The consolidated financial statements incorporate the assets, liabilities and trading operations of the following University-controlled entities.

- UKZN Innovation (Proprietary) Limited (InQubate) - (Dormant and currently in the process of being wound up)
- J W Nelson Endowment Fund Trust
- Student Services Company (Proprietary) Limited
- The University of Natal Education and Innovation Foundation ("UNEIF") - (Dormant and currently in the process of being wound up)
- University of KwaZulu-Natal Foundation Trust ("UKZN Foundation")
- UKZN Extended Learning (Proprietary) Limited

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS ...continued

for the year ended 31 December 2017

27. AFFILIATED UNITS ...continued

No transactions except for loans, leases of premises, the raising and recovery of direct operating expenses and the recovery of indirect overheads, where applicable, have taken place between the University of KwaZulu-Natal and its subsidiaries. For the purposes of preparing the University's annual financial statements, all intra-group transactions were eliminated on consolidation.

28. UNCONSOLIDATED STRUCTURED ENTITY

The Centre for the AIDS Programme of Research in South Africa ("CAPRISA") was established by five partner institutions and its affairs are managed separately by an independent Board of directors.

Set out below are the summarised financial information for CAPRISA.

	CAPRISA	
	As at 31 December	
	2017	2016
	R'000	R'000
Summarised Statement of Financial Position		
Current		
Assets	136 964	146 608
Liabilities	(94 227)	(99 309)
Total current net assets	42 737	47 299
Non-Current		
Assets	36 217	26 010
Liabilities	(6 552)	(4 727)
Total non-current assets	29 665	21 283
Net assets	72 402	68 582
Summarised Statement of financial performance		
Revenue	254 076	218 280
Net surplus	3 821	5 912
Total comprehensive income	3 821	5 912
Summarised Cash Flow Statement		
Cash flows from operating activities		
Cash generated from operations	24 952	15 778
Finance income	3 101	3 962
Net cash generated from operating activities	28 053	19 740
Net cash used in investing activities	(12 660)	(10 860)
Net cash used in financing activities	(11 192)	33 781
Net increase in cash and cash equivalents	4 201	42 661
Cash and cash equivalents beginning of year	86 842	44 698
Exchange gains on cash and cash equivalents	619	(517)
Cash and cash equivalents	91 662	86 842

29. GOING CONCERN

Based on the operating results for the past three years, current cash levels and forecasts management and Council have no reason to believe that the University will not be able to continue with its core business in the foreseeable future.

The level of the accumulated deficit is an indication of the fact that the long term financial sustainability of the Institution needs to be addressed, and as a result decisions have to be taken regarding the student debt, the cost structure and a reduction of long term liabilities such as the Post-retirement Medical Aid obligations.

NOTES

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CONSOLIDATED ANNUAL
FINANCIAL STATEMENTS

NOTES

RESPECT
EXCELLENCE
ACCOUNTABILITY
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HONESTY
TRUST



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