

# Annual Report and Audited Financial Statements of the University of Pretoria

Reports and consolidated financial statements for the year ended 31 December 2023, prepared in accordance with section 41, read with section 69 of the Higher Education Act, 1997 (Act No 101 of 1997, as amended), and the regulations for annual reporting by higher education institutions published as Government Notice No R 464 in Gazette No 37726 of 9 June 2014

May 2024



UNIVERSITEIT VAN PRETORIA  
UNIVERSITY OF PRETORIA  
YUNIBESITHI YA PRETORIA

**Physical address:**

University of Pretoria  
Lynnwood Road  
Pretoria

**Postal address:**

Office of the Registrar  
Room 4-23, Administration Building  
University of Pretoria  
Private Bag X20  
Hatfield 0028

## CONTENTS

Stronger together .....	9
PART A 11	
1. THE UNIVERSITY COUNCIL: FUNCTIONING AND COMPOSITION IN 2023 .....	11
2. REPORTS AND STATEMENTS OF COUNCIL AND COMMITTEES OF COUNCIL .....	17
2.1 Report by the Chairperson of Council .....	17
2.1.1 Connected and collaborative.....	17
2.1.2 Ethical leadership and corporate citizenship .....	17
2.1.3 Compliance with laws, codes, rules and standards.....	18
2.1.4 Funding and financial oversight.....	19
2.1.5 Remuneration of Council members .....	20
2.1.6 Significant matters considered by Council .....	21
2.1.6.1 Executive appointments .....	21
2.1.6.2 Notable achievements and developments.....	21
2.1.6.3 Campus development, facilities and major capital works.....	23
2.1.7 Concluding comment.....	24
2.2 Council's Statement on Governance .....	25
2.3 Council Committees.....	26
2.3.1 The Executive Committee of Council.....	26
2.3.2 The Human Resources Committee of Council.....	28
2.3.3 The Joint Committee of Council .....	30
2.3.4 The Audit, Information Technology and Risk Committee of Council .....	31
2.3.5 The Investment Committee of Council.....	31
2.4 Statement on Sustainability .....	31
2.4.1 Our strategic approach to sustainable development .....	32
2.4.1.1 Advancing sustainable development through the integrated academic framework ....	32
2.4.1.2 Stakeholder engagement.....	33
2.4.2 Financial sustainability .....	36
2.4.2.1 External research funding .....	36
2.4.2.2 Enterprises University of Pretoria .....	37
2.4.2.3 Intellectual property development and commercialisation of research .....	38
2.4.3 Operational sustainability .....	38
2.4.3.1 Staff practices for sustainable development .....	38
2.4.3.2 Towards the resilient graduate .....	39
2.4.3.3 Towards a resilient campus.....	39
2.4.3.4 UP as an anchor institution .....	43

2.4.4	Driving sustainability through our core functions .....	44
2.4.4.1	Teaching and learning .....	44
2.4.4.2	Research.....	46
2.4.5	Our alignment to the SDGs .....	47
2.4.6	Conclusion .....	48
2.5	Statement on Transformation .....	49
2.5.1	Student access, diversity and inclusivity .....	50
2.5.2	Staff transformation .....	50
2.5.3	Students and staff with disabilities .....	52
2.5.4	Student life .....	52
2.5.5	Policies and related initiatives.....	53
2.6	Statement on Conflict Management .....	54
2.7	Statement on Worker and Student Participation.....	55
2.7.1	Staff.....	55
2.7.2	Students.....	56
2.8	Statement on Code of Ethics .....	56
3.	REPORT OF SENATE TO COUNCIL .....	57
3.1	Composition of Senate .....	58
3.2	Developments in Terms of Academic Programmes and Policy.....	59
3.2.1	Academic programmes.....	59
3.2.2	Other matters approved by Senate.....	61
3.3	Teaching and Learning.....	63
3.3.1	Curricular community engagement.....	65
3.3.2	Global online teaching and learning at UP .....	65
3.3.3	Transdisciplinarity in teaching and learning.....	66
3.3.4	Differential student success.....	66
3.3.5	External factors impacting teaching and learning .....	67
3.3.6	Enhancement of academics as teachers.....	67
3.3.6.1	The scholarship of teaching and learning (SoTL) grants .....	67
3.3.6.2	The Flexible Futures Conference .....	68
3.3.6.4	The professional development of academic staff.....	68
3.3.7	Student success and support.....	69
3.3.7.1	Academic orientation programme for first-year students .....	71
3.3.7.2	Tutoring .....	71
3.3.9	Graduate outputs .....	73
3.4	Research .....	73
3.4.1	Notable achievements .....	73

3.4.1.1	Research capacity and productivity.....	74
3.4.1.2	Leading researchers, impact and visibility.....	75
3.4.1.3	University rankings .....	76
3.4.2	New research developments.....	80
3.4.3	New and renewed research chairs .....	80
3.4.4	Collaborations and partnerships .....	81
3.4.4.1	International partnerships and collaboration .....	81
3.4.4.6	Collaboration and co-authorship.....	84
3.4.5	Partnerships with industry and government.....	85
3.4.5.1	Commercialisation of research.....	85
3.4.6	Graduate development .....	85
3.4.6.1	Postgraduate students .....	85
3.4.6.2	Postgraduate recruitment and enrolment .....	86
3.4.6.3	Overall enrolment of postgraduate contact students in 2023.....	86
3.4.6.4	Financial support for postgraduate students .....	86
3.4.6.5	Postdoctoral research fellowships .....	87
3.4.7	Awards and recognition.....	88
3.4.7.1	Internal research awards.....	88
3.4.7.2	External research awards .....	89
3.4.8	Research funding .....	89
3.4.8.1	External funding .....	89
3.4.8.2	Internal funding .....	91
3.5	Composition and Size of the Student Body.....	92
3.6	Access to Financial Aid.....	93
3.7	Concluding Comment .....	95
4.	REPORT OF THE INSTITUTIONAL FORUM TO COUNCIL.....	96
5.	REPORT ON INTERNAL ADMINISTRATIVE / OPERATIONAL STRUCTURES AND CONTROLS.....	98
6.	<b>REPORT OF THE AUDIT, IT AND RISK COMMITTEE .....</b>	<b>99</b>
7.	VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION .....	100
7.1	Goals, Plans and Priorities .....	100
7.2	Impact of Sector Developments.....	100
7.2.1	Funding .....	101
7.3	New Developments .....	101
7.3.1	Digital Transformation Strategy .....	101
7.3.2	Energy Advisory Committee .....	102
7.4	Student Access and Success .....	103
7.4.1	Student access .....	103
7.4.2	Student success .....	104

7.4.3	Preparing students for the world of work .....	104
7.5	Student Life .....	105
7.5.1	Student health and well-being .....	105
7.5.2	Community engagement .....	106
7.6	Collaboration and Advancement .....	107
7.6.1	Institutional agreements .....	107
7.6.2	Local partnerships .....	108
7.7	Internationalisation .....	108
7.8	Staffing .....	109
7.8.1	Research strength .....	109
7.8.2	Senior appointments .....	109
7.9	Notable Academic Recognition .....	110
7.9.1	International recognition .....	110
7.9.2	Local recognition .....	110
7.10	Student Awards and Recognition .....	111
7.10.1	Student accolades .....	111
7.10.2	Alumni success .....	112
7.11	Fundraising and Student Funding .....	113
7.11.1	UP Giving Matters .....	113
7.11.2	UP Alumni Online Mall .....	113
7.12	High-profile Events .....	113
7.12.1	Launches .....	113
7.12.2	Events .....	114
7.12.3	Visits .....	115
7.13	Arts and Sports .....	116
7.13.1	Arts .....	116
7.13.2	Sports .....	117
7.14	Self-Assessment .....	118
7.15	Appreciation .....	119
PART B	120	
8.	PERFORMANCE IN 2023 .....	120
8.1	Concluding Comment .....	124
PART C	125	
9.	FINANCIAL REVIEW .....	125
9.1	Financial Environment .....	125
9.2	Budget Model, Process and Strategic Alignment .....	125
9.3	Income .....	126
9.4	Expenses .....	126

9.5	Financial Sustainability .....	127
9.6	Student Finances .....	128
9.7	Investments .....	129
9.8	Retirement Funds .....	130
9.9	Concluding Comment .....	131
10.	APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS.....	132

## LIST OF TABLES

Table 1.1	Composition of Council, 2023 (in terms of the 2022 Statute) .....	15
Table 1.2	Summary of attendance of Council meetings by members, 2023 .....	17
Table 2.1	Honorarium payable to Council members per meeting, 2023 .....	20
Table 2.2	Attendance: Executive Committee of Council.....	28
Table 2.3	Attendance: Human Resources Committee of Council (HRCC) .....	30
Table 2.4	Attendance: Joint Committee of Council (JCC).....	31
Table 2.5	Attendance: Investment Committee of Council .....	31
Table 2.6	AGUP participating universities.....	35
Table 2.7	External research funding .....	37
Table 2.8	Campus footprint and building coverage data for 2023 .....	40
Table 2.9	Intensity metrics.....	41
Table 3.1	Average undergraduate module pass rates for contact students, 2019–2023 .....	70
Table 3.2	Information used to track students’ progress.....	72
Table 3.3	Key areas of research capacity and performance .....	74
Table 3.4	UP research output units per publication type, 2019—2023 .....	75
Table 3.5	UP creative outputs and Innovations units awarded, 2019 – 2023 .....	75
Table 3.6	UP’s international standing in ESI knowledge fields .....	76
Table 3.7	UP’s performance in world university rankings .....	77
Table 3.8	UP’s THE ranking by subject.....	77
Table 3.9	UP’s THE Impact Rankings.....	78
Table 3.10	UP’s THE Reputation Rankings.....	78
Table 3.11	UP’s QS Subject Rankings.....	79
Table 3.12	UP’s QS Sustainability Rankings .....	79
Table 3.13	Changes in university entity numbers.....	80
Table 3.14	New research entities established in 2023 .....	80

Table 3.15 Travel programmes .....	81
Table 3.16 Erasmus+ international mobility programme, 2022 - 2023 .....	82
Table 3.17 Newly formalised agreements for 2023.....	83
Table 3.18 The regional spread of UP's co-authored publications, 2018–2023 .....	84
Table 3.19 UP co-authored publications: top 20 collaborating institutions (excluding South African universities), 2018–2023.....	84
Table 3.20 UP intellectual property activity, 2019–2023 .....	85
Table 3.21 UP master's and doctoral enrolment, 2019–2023.....	86
Table 3.22 Undergraduate and postgraduate enrolment (contact, distance and online students), 2023 .....	86
Table 3.23 Number of postgraduate students provided with UP financial support in 2023.....	87
Table 3.24 Sources of funding for postdoctoral fellows from 2019–2023 .....	87
Table 3.25 Number of international and SA postdoctoral fellows at UP, 2019–2023.....	87
Table 3.26 Gender profile of UP postdoctoral fellows, 2019–2023 .....	88
Table 3.27 External research funding (ZAR), 2019– 2023 .....	89
Table 3.28 Internal research funding (ZAR), 2019 – 2023 .....	91
Table 3.29 Enrolment growth, undergraduate and postgraduate contact students (excluding occasional students), 2023 .....	92
Table 3.30 Summary of contact student numbers per race group (excluding occasional students), 2021–2023 .....	92
Table 3.31 Distance and online education, 2021–2023.....	92
Table 3.32 Financial aid to students, 2018–2023 .....	94
Table 6.1 Attendance: Audit, IT and Risk Committee of Council, 2023 .....	99

## LIST OF FIGURES

Figure 2.1 Composition of UP Executive, 2023 .....	21
Figure 2.2 Active international partners, 2023 .....	35
Figure 2.3 Enterprises University of Pretoria (Pty) Ltd annual revenue .....	37
Figure 2.4 Electricity generation and consumption .....	41
Figure 2.5 Municipal water purchased .....	42
Figure 2.6 General waste recycled.....	42
Figure 2.7 Mulch and compost (m <sup>3</sup> ).....	42

Figure 2.8 Graduate output - Business/Management .....	45
Figure 2.9 Graduate output – Education .....	45
Figure 2.10 Graduate output - Other Humanities.....	45
Figure 2.11 Graduate output - Science, Engineering and Technology.....	45
Figure 2.12 Annual research units - Business/Management .....	46
Figure 2.13 Annual research units – Education .....	46
Figure 2.14 Annual research units - Other Humanities .....	46
Figure 2.15 Annual research units - Science, Engineering and Technology.....	47
Figure 2.16 On being human: SDGs 1 ,2, 5 and 10.....	47
Figure 2.17 Our human potential: SDGs 3 and 4 .....	48
Figure 2.18 Our human existence: SDGs 8, 9, 11 and 16.....	48
Figure 2.19 Our planetary boundaries: SDGs 6, 7, 12 and 13 .....	48
Figure 2.20 Co-existing with all life forms: SDGs 14 and 15 .....	48
Figure 8.1 Percentage of staff with doctoral degrees as highest qualifications .....	121
Figure 8.2 Proportion of black contact students to total contact students.....	121
Figure 8.3 Total contact FTE students per FTE academic staff (ratio) .....	122
Figure 8.4 Master’s and doctoral headcount enrolments, 2019–2023 .....	123
Figure 8.5 Number of contact graduates in scarce skills fields, 2021–2023.....	123
Figure 9.1 UP income sources, 2021–2023 .....	126
Figure 9.2 UP expense categories, 2021–2023 .....	127
Figure 9.3 Personnel costs/annual revenue, 2021–2023 .....	127
Figure 9.4 UP current ratio, sustainability ratio and cash flow ratio, 2021–2023 .....	128
Figure 9.5 UP student finances, 2021–2023 .....	129
Figure 9.6 University’s investment portfolio, 2021–2023 .....	130



## Stronger together

“Stronger together” may have been the slogan for South Africa’s record-breaking rugby team in 2023, but it was also the clarion call to the University of Pretoria (UP).

Through carefully cultivated partnerships, we are focusing on building an institution that is firmly recognised internationally for research excellence and high-quality engaged scholarship, while contributing to social and economic development in South Africa, Africa and the world.

We have come a long way since 1908 when we started out as a tiny college of 32 students and four professors. Today we have grown into a community of around 56 000 students, of which 3 717 are international students from 36 countries. We have grown not just in size, but in stature as well, with an international reputation that is leading to strategic partnerships and collaborations that enhance research quality and drive transformative impact for sustainable futures.

Our inter-institutional and cross-continental alliances are set within the context of UP’s five-year strategic plan, Destination 2026 and Beyond, and is central to one of the University’s core strategies: strengthened research, international profile, and global engagement.

We arrived at our 115<sup>th</sup> year as the emerging gateway to Africa’s higher education. In 2023, we hosted the first University Partnership Initiative (UPI) Summit, which brought US and African universities together, as well as Africa Week, which saw universities from the US, Africa, Europe, Australia, and New Zealand discuss the power of collaborations and partnerships.

UP advanced further in making its presence felt as a global higher education institution with its entrance into the International Association of Universities (IAU). The IAU is a UN-endorsed body that connects about 600 member institutions from more than 130 countries with the aim of enhancing the higher education community’s role and actions in advancing societies worldwide.

This accelerated growth in sustainable networks without borders will ensure that UP is well positioned to adapt to the complex, interconnected challenges captured in the UN Sustainable Development Goals and Africa’s Agenda 2063. UP’s contribution to these networks is significant, with our global rankings continuing to improve year upon year.

Much has been achieved, but there is no time to bask in the glory. The partnerships and networking we are recognised for ensure that the University remains relevant, up-to-date and agile in continuous learning while leveraging the possibilities, prospects and challenges of Society 5.0.

This agility will see the University working harder to sustain its networking by building ever-increasing strategic partnerships across the world. These partnerships will aid the University in improving the quality of its education across the board as well as the quality of its research so that it can deliver greater societal impact that changes the current trajectory of South Africa and Africa and makes a signal contribution to a better future for all.

This Annual Report presents the University’s important achievements in 2023. It demonstrates our excellence in teaching and learning and research, our contribution to society, and our role nationally and internationally. The report complies with the requirements of the Regulations for Reporting by Public Higher Education Institutions (Notice No R 464 published in Government Gazette (GG) No 37726 on 9 June 2014). The report is presented in three parts, namely:

Part A: Reports of Council and Council committees and the Vice-Chancellor (including the statements by the Council on governance, sustainability and transformation)

Part B: University of Pretoria Performance Report for 2023

Part C: Financial Review.

## **PART A**

### **1. THE UNIVERSITY COUNCIL: FUNCTIONING AND COMPOSITION IN 2023**

Council is responsible for governance, policy-making and compliance at the University and, in particular, establishing guidelines relating to strategic governance, financial governance, staff matters, fostering a positive academic atmosphere, disciplinary matters regarding staff and students, and the admission and language policies of the University in concurrence with Senate.

The University Council comprises 30 members (see Table 1.1) appointed in terms of the Statute of the University as approved by the Minister of Higher Education, Science and Innovation and published in Government Gazette No. 47665 of 9 December 2022. Eighteen of the 30 members, representing 60% of the composition, are external members, being neither UP employees nor students. The terms of office of Council members are determined by the Statute of the University.

In terms of the Statute, Council elects a Chairperson from the ranks of Council members who are not employees or students of the University, who shall hold the office for a term of two years, after which Council may re-elect the incumbent for no more than two additional consecutive terms. In March 2021, Council elected Mr Kuseni Dlamini and Mr Ben Kruger to serve as Chairperson and Deputy Chairperson, respectively, for a period of two years. In March 2023, Council re-elected Mr Dlamini and Mr Kruger as Chairperson and Deputy Chairperson for a further term.

It is the role of the Chairperson of Council to lead Council members in fulfilling their functions. The Vice-Chancellor and Principal is responsible for the management and administration of the University. The Statute of the University regulates which matters must be referred to Council for decision-making in terms of the Higher Education Act, 101 of 1997 (as amended).

Council held three ordinary meetings and one special meeting in 2023. The agendas, minutes and attendance registers of the 2023 Council meetings are available to the Department of Higher Education and Training (DHET), upon request, from the Office of the Registrar. In addition, Council held a one-day workshop, which was facilitated by Prof Antony Melck, a former Vice-Chancellor and Principal of UNISA and a former member of the UP Executive responsible for institutional planning. Within the context of limited resources and the threat to the financial sustainability of the University, the workshop was aimed at generating ideas from Council on how to navigate the terrain going forward. Members were encouraged to actively participate in the discussions. The Interim Vice-Chancellor and Principal, Prof Themba Mosia, presented the macro fiscal context of higher education in South Africa, highlighting some of the systemic challenges with respect to funding. The Executive Director: Finance and Business Initiatives presented the financial sustainability challenges within the UP context, and the Vice-Principal: Research, Innovation and Postgraduate Education presented the revised targets of the UP Financial Sustainability Plan in order to make UP financially sustainable in the future.

Consistent with the prior year, induction sessions were held for the newly appointed Council members, namely Cllr KG Makgaleng (new member appointed by the local authorities), Prof AJ van der Merwe (newly elected member of Senate), Prof JC Okeke (newly elected academic employee representative), Ms CG Mathekga (newly elected professional services employee representative), as

well as the student representatives on Council. Information regarding the composition of Council, which committees the members served on and their length of service is provided in Table 1.1 below. Members are required to declare annually, or whenever there are significant changes, all financial, economic and other interests held by the member and/or immediate family members, as well as any positions of trust. The Register of Interests is made available to Council members at all Council meetings. The principle of declaring agenda-based interests is also in place for all structures/committees. The Register of Interest and agenda-based interests declared by Council members are submitted to the external auditors. Information on members' directorships (i.e., the Register of Interests) is available to the DHET, upon request, from the Office of the Registrar.

At each Council meeting, the Vice-Chancellor and Principal informed Council of events and issues that had transpired since the last meeting relating to, among others, developments in the higher education sector, the University's position in respect of the ranking systems, notable events at the University, institutional advancement and fundraising initiatives, partnerships and collaborations, accolades and achievements of staff and students, senior appointments, alumni matters, media engagements and coverage, student campaigns and initiatives, arts, and exceptional achievements in sport.

Council considered the following standing items tabled annually at its ordinary meetings:

- Annual Employment Equity Report (EEA2) to the Department of Employment and Labour;
- Annual report and consolidated financial statements of the University of Pretoria for the year ended 31 December 2022 submitted to the Department of Higher Education and Training;
- 2023 mid-year performance report submitted to the Department of Higher Education and Training;
- 2024 UP institutional performance plan and budget 2024-2026 submitted to the Department of Higher Education and Training;
- Honorary awards;
- Assessment of the performance of Council and Council committees and the DHET Governance Indicators Scorecard;
- Minutes of meetings of the Executive Committee of Council, the Audit, IT and Risk Committee, reports on the activities of the Investment Committee and the Human Resources Committee, as well as the notes of the Council Workshop;
- Executive summaries of Senate meetings;
- Filling of vacancies on Council and Council committees and composition of Council committees; and
- Dates of meetings of Council, Council committees and the Institutional Forum.

Council was informed through reports and minutes of meetings of Council committees of the following matters, which were dealt with in terms of the applicable delegated authority of the various committees:

- Approval of the amended Protocol for Campus Entities;
- Approval of the Travel Policy;
- Changes in the practice structure of the SEMLI Clinical Services delivery platform;

- Information on the UP reserves;
- Transfer of funds from the Capital Provision Fund to cover the shortfall on the 2023 utilities budget due to load shedding;
- Consolidated Annual Internal Audit Report;
- External Audit Plan for the year ending 31 December;
- Write-off of irrecoverable debt;
- Transfer of the Risk Management function to the Department of Internal Audit and Compliance Services;
- Concurrence to the Auditor-General South Africa (AGSA);
- Internal Audit Plan;
- Report by the external auditors on the interim audit;
- Annual report on the Information Governance and Privacy Protection (iGaPP) Programme;
- Progress report on the implementation of the Institutional Compliance Plan;
- Status report on the institutional policy revision project;
- Summary annual fraud and whistle-blowing report;
- Summary report on the status of implementation of management actions arising from ad hoc audits;
- Investment strategy of the University and the performance of the University's investment portfolios;
- Report on cyber security measures implemented and planned;
- Information Technology Services: feedback on major projects;
- EY SA quality inspection results;
- Approval of the Organisational Design and Job Evaluation Policy and Procedures;
- Approval of the UP Wellness Policy;
- Approval of the Academic Staff Deferred and Post-retirement Appointments Policy;
- Approval of the Remote Work Application Policy (RWAP) and Guidelines;
- Approval of the Temporary Placement Policy;
- Approval to give discount/rebate for staff and eligible dependents towards UP online programmes;
- Approval of the Internships and Learnerships Policy and Guidelines;
- The annual salary increase mandate;
- Remuneration review for Vice-Principals and Executive members, and annual salary adjustments and performance bonus allocations for members of the Executive and the Vice-Chancellor and Principal;
- Senior appointments including new appointments, appointments in process and terminations;
- Performance management report;
- Employment relations report;
- Employment equity performance evaluation report;
- Report on the retention scheme for key personnel;
- Implementation of the harmonised conditions of service (alignment of shift patterns in the Department of Security Services);
- Changes to the Executive structure and portfolios;

- Advertisement for the position of Executive Director: Finance and Business Initiatives;
- Approval for the filling of and the advertisement for the position of Executive Director: People and Culture; and
- Report on succession planning for the Executive.

Council noted the following matters during 2023:

- Progress report on Council-approved infrastructure projects;
- Progress report on the development of the language development implementation plan;
- Progress report on the implementation of the Anti-discrimination Policy;
- Report on conflict of interest: procurement matters;
- 2023/2024 Risk Register;
- Report on the SRC elections;
- Final Institutional Statute (2022) of the University of Pretoria as published by the Minister;
- Council on Higher Education: UP institutional audit report;
- Report on the AFMA-UP research and training feed mill project;
- Progress report on the Programme and Qualification Mix (PQM) data verification project;
- Digital Transformation Strategy: 2023-2026;
- Report on the institutional culture survey;
- Renaming of the newly renovated animal laboratory building on the Prinshof Campus to One Health building;
- Annual UP sustainable development report;
- 2023 enrolment trends and realisation surveys;
- 2023 performance report from the Student Representative Council; and
- Report on the external review of the UP Council.

In addition to the standing items listed above, Council considered and approved the following matters in 2023:

- Appointment of an interim Vice-Chancellor and Principal following the resignation of the Vice-Chancellor and Principal, and matters related to the recruitment, selection and appointment process of the Vice-Chancellor and Principal;
- Statement of investment principles for the University of Pretoria;
- NSFAS refund of overpayments made to the institution;
- Updated 2023 UP Institutional Plan and Budget 2023-2026;
- Amendment of the Enrolment and Efficiency targets for 2023-2025: confirmation to the DHET;
- Institutional Transformation Plan: 2023-2027;
- Spatial Development Plan: 2030;
- Purchase of developed property adjacent to GIBS's Illovo Campus;
- Revised UP Financial Sustainability Plan: 2022-2026;
- Appointment of a Temporary Student Committee for 2024;
- Amendments to the appointment regulations and procedures for Executive Management positions;
- Revised Disciplinary Code and Procedure, revised Grievance Procedure, and Guidelines for an Alternative Dispute Resolution process;

- Review of the Council Committee Charters and Delegations from Council and Council Committees to the Vice-Chancellor and Principal; and
- Terms of reference of the Institutional Forum.

*Table 1.1 Composition of Council, 2023 (in terms of the 2022 Statute)*

Council member	Committees on which he/she served	Year of commencement of first term
Members appointed by the Minister (Statute par 15(1)(h); Act s 27(4)(c))		
Mr KD Dlamini (Chairperson)	Executive Committee HR Committee Investment Committee	2012
Ms N Lesela	Institutional Forum Executive Committee	2012
Mr M Madi	Audit, IT and Risk Committee	2020
Ms V Qinga	Executive Committee	2013
Mr TS Tsengiwe	HR Committee	2020
President of the Convocation (Statute par 15(1)(e))		
Dr HH Köster (President of the Convocation)		2021
Members elected by the Convocation (Statute par 15(1)(f))		
Mr DJ Fourie	Audit, IT and Risk Committee	2021
Ms CM Read	Audit, IT and Risk Committee	2021
Dr RJ van Eyden	Investment Committee	2021
Members elected by Senate (Statute par 15(1)(c))		
Prof AJ Antonites		2020
Prof MC Oosthuizen		2022
Prof I Pikirayi (until 18 May 2023 when his term expired) Prof AJ van der Merwe (term commenced on 19 May 2023)	Institutional Forum	2011  2023
Members elected by the donors (Statute par 15(1)(j))		
Mr BJ Kruger (Deputy Chairperson)	Executive Committee Audit, IT and Risk Committee HR Committee	2020
Mr JHP van der Merwe	Executive Committee Investment Committee (Chairperson)	2018
Members appointed by Council based on expertise/experience: (Statute par 15(1)(d))		
Adv A Chowan	HR Committee	2021
Ms P Langeni	Investment Committee	2021
Ms MMT Ramano	Executive Committee Audit, IT and Risk Committee (Chairperson)	2021
Mr FD Swart	HR Committee Investment Committee	2019
Mr AE Swiegers	Audit, IT and Risk Committee	2020

Ms S Taylor	Executive Committee HR Committee (Chairperson)	2019
<b>Members appointed by the Tshwane local authority: (Statute par 15(1)(i))</b>		
Mr KG Makgaleng (term commenced on 7 March 2023)		2023
<b>Student members appointed by the elected SRC on an annual basis: (Statute par 15(1)(g))</b>		
Ms V Muambadzi		2023
Mr N Sibeko		2023
<b>Employee member (academic) elected by academic employees: (Statute par 15(1)(k))</b>		
Prof V Reddy (until 31 March 2023 when he resigned from the University)		2018
Prof JC Okeke (term commenced on 10 July 2023)		2023
<b>Employee member (non-academic/professional services) elected by non-academic/professional services employees: (Statute par 15(1)(l))</b>		
Ms LJ Mnguni (until 30 April 2023 when her term expired)		2018
Ms CG Mathekga (term commenced on 10 July 2023)		2023
<b>Ex officio members (Statute par 15(1)(a) and (b))</b>		
Prof T Kupe (Vice-Chancellor and Principal) (until his resignation on 31 July 2023)		
Prof NT Mosia (Interim Vice-Chancellor and Principal) (term commenced on 1 July 2023)		
Prof LA Feris (Vice-Principal)		
Prof NT Mosia (Vice-Principal) (until his term as Interim Vice-Chancellor commenced on 1 July 2023)		
Prof F Senkubuge (Acting Vice-Principal) (term commenced on 1 August 2023)		
Prof BTJ Maharaj (Vice-Principal)		
Vacant (Vice-Principal position)		

During 2023, the office bearers of Council were the following:

- Chairperson: Mr KD Dlamini
- Deputy Chairperson: Mr BJ Kruger
- Secretary: Prof CMA Nicholson



Table 1.2 below reflects a summary of attendance by members at Council meetings in 2023.

*Table 1.2 Summary of attendance of Council meetings by members, 2023*

Meeting	Present (of 30 members)	Absent with apology	Vacant seats
13 January 2023 (special)	15	13	2
16 March 2023	26	3	1
21 June 2023	21	6	3
30 August 2023 (Strategic Council Workshop)	25	4	1
23 November 2023	23	6	1

## **2. REPORTS AND STATEMENTS OF COUNCIL AND COMMITTEES OF COUNCIL**

### **2.1 Report by the Chairperson of Council**

This report by the Chairperson of Council centres on Council's statutory role of governing the University as required by the Higher Education Act 101 of 1997 (as amended) and the Statute of the University of Pretoria. Accordingly, the report focuses on governance structures and processes, financial oversight and significant matters considered by Council during the course of 2023. This report should be read in conjunction with the Council statements, which follow in Sections 2.2 – 2.8 and contain full details of the Council committees and their activities.

#### **2.1.1 Connected and collaborative**

As a venerable institution of 115 years, the University of Pretoria (UP) has been built on the shoulders of giants. In the recent past, we leveraged our reputation as a research-intensive university to build bridges into Africa and across continents.

The University collaborates with over 3000 institutions across the globe and has some 230 international institution-wide partnerships across 70 countries and six continents. In 2023, UP signed 33 international agreements. Our rise in networking, partnering, and collaborations was internationally recognised when the University was ranked in the top 100 universities for SDG 17: "Partnerships for the goals" in the 2023 Times Higher Education (THE) Impact Rankings. Our position at number 69 out of 1 705 universities speaks volumes of our efforts to build sustainable networks that have an impact on global challenges. This affirms our leadership and commitment to build capacity in Africa and to accelerate and scale impact for achieving the African Union's Agenda 2063, as well as the Sustainable Development Goals (SDGs) of the United Nations.

#### **2.1.2 Ethical leadership and corporate citizenship**

Council acts as the custodian of governance and oversight in the institution through the activities of a number of Council committees (further details on the committees of Council are provided in Section 2.3). Council statements on governance in general and on matters of specific importance for

good governance, sustainability and integrated reporting appear in Sections 2.2 – 2.8 and contain details and relevant information on Council’s governance structures and processes, and the enabling and supportive institutional policies, practices and procedures.

Council has the ultimate responsibility to ensure that the University’s ethical values and principles are effectively implemented through the introduction and implementation of appropriate, approved ethical codes for Council members, staff and students. The Code of Conduct for Members of Council was reviewed, amended and approved by Council in 2017 and was again reviewed in 2021 and approved by Council at its meeting of 24 June 2021.

The Code identifies the underlying values and sets out the standards guiding the conduct of Council members. It contains extensive provisions regulating possible conflicts of interest, including an annual declaration of interests by all members of Council. As indicated in Section 1 above, to ensure transparency and avoid potential conflicts of interest, a Register of Interests is circulated at the start of every Council meeting. The ethical codes for staff and students and related policies and practices are dealt with in Section 2.8.

Council assesses its performance in carrying out its responsibilities annually in accordance with a formally approved process. The assessment includes an evaluation by Council members of the functioning of Council in terms of its responsibilities, meetings of Council, membership of Council, the relationship between Council and the Vice-Chancellor and Principal as the chief executive and accounting officer of the University, the performance of Council in general, and the performance of the permanent committees of Council. The Executive Committee of Council (previously the Standing Committee of the Council) considers the outcome of the assessment and makes recommendations to Council in this regard. The results of the assessment in 2023 of the 2022 performance, again reflected that Council and its committees were perceived as performing at a level of good to excellent. The full report and the assessment forms are available to Council members at the Office of the Registrar.

A report on Council performance, approved by Council, is also submitted to the DHET on an annual basis.

### **2.1.3 Compliance with laws, codes, rules and standards**

The University upholds the core values of integrity, fairness, accountability and transparency in all its interactions with students, alumni, business partners, the government, employees or other stakeholders. As such, the University regards compliance with legal, regulatory, ethical and internal policies and the DHET’s policies applicable to the University as a business imperative and, accordingly, views non-compliance in a serious light.

The University Council is accountable for ensuring that the University complies with relevant legal, regulatory, ethical and internal policy obligations applicable to the University, and that compliance risks are appropriately managed. It has delegated the oversight thereof to the Audit, IT and Risk Committee of Council (the Committee’s report is presented in Section 6).

The University has a number of policies aimed at ensuring institutional compliance, including the Whistle-blowing and Anti-Fraud Policy, as well as the Institutional Compliance Policy. In addition, the UP Ethics Hotline, established in 2011, continues to be administered by an independent consulting firm. Upon receipt of complaints from whistle-blowers, preliminary inquiries are held and, where

warranted, full investigations are conducted. Where instances of irregular, unlawful, unethical conduct, contraventions of legislation, non-compliance with the University's Code of Conduct or other policies are found, the University takes disciplinary steps and/or initiates civil or criminal legal processes, as appropriate.

In total, 115 whistle-blowing and fraud cases were reported from 1 January 2023 to 31 December 2023. All cases reported were dealt with in accordance with the Whistle-blowing and Anti-Fraud Policy of the University.

In summary, out of the cases reported during 2023, allegations were found to be unsubstantiated in 27% of the cases and confirmed/partially confirmed in 24% of the cases. In 30% of the cases, the allegations were withdrawn, found to be unrelated to UP or could not be investigated due to insufficient information provided by the complainants.

The investigation of the remainder of the cases (19%) is in progress. Of the total 115 reported cases, 37% related to alleged fraud and other crimes, 22% to alleged non-compliance with policies and 35% related to alleged misconduct and other irregularities. The remaining cases (6%) related to alleged cybersecurity matters and alleged data breaches.

#### **2.1.4 Funding and financial oversight**

A comprehensive planning, budgeting and policy framework, supported by operational procedures, regulations and financial directives, is in place. This ensures that the University's financial position is managed effectively within the broader national framework of subsidy allocation and student enrolment growth. In addition, Council has established formal policies and frameworks for the design and implementation of a system of internal financial controls in respect of which regular reviews are conducted. Council is satisfied that the University's internal financial controls are effective.

We are aware of the continuous need for financial resources to pursue excellence and innovation, a challenge faced by universities across South Africa and in other parts of the world. Private funding plays a pivotal role in UP's growth and sustainability, facilitating access and success for students, particularly those from disadvantaged backgrounds. The continual reductions in state subsidies and earmarked grants pose a serious threat to the University's ability to provide quality education and produce world-class research.

The South African higher education sector continued to deal with the challenge of declining state funding, increasing regulation of tuition fees, rising student debt and challenges related to the National Student Financial Aid Scheme (NSFAS). NSFAS's instability has adverse consequences for the South African higher education system going forward. One of the biggest threats is the crisis the NSFAS created in capping accommodation fees at R45 000 across the board, which is far lower than necessary to maintain student residential life and infrastructure. As one of the largest contact universities nationally, NSFAS-related challenges had significant implications for UP's functioning and its long-term sustainability.

On a positive note, the 2023 fundraising target of R300 million was exceeded. The University has received commitments to the value of R440 million, mainly from donations. It is worth noting that the Mastercard Foundation contributed significantly to this by donating approximately R178 million

towards the 2023 Scholars Programme Phase 2 Project. In addition to funding secured by means of formal research activities and fundraising efforts, Enterprises University of Pretoria Proprietary Limited (Enterprises UP) played a significant role in generating alternative sources of funding. The company develops, implements and manages the business activities of the University, such as continuing education, consulting and contract research. Driven by the motto “Shifting knowledge to insight”, the company successfully expanded its footprint in South Africa and globally, resulting in a total turnover of R265 million in 2023.

Overall, the University maintained its good track record of financial stability in 2023 despite the challenging economic environment. Although many factors influence operational and financial sustainability, two key ratios are monitored carefully at UP, namely the solvency and liquidity ratios. As at 31 December 2023, both these ratios were sufficiently healthy to conclude that UP is in an operationally sustainable position. Further detail and comprehensive financial information are contained in Part C (Financial review).

### 2.1.5 Remuneration of Council members

In 2010, Council approved the principles governing the remuneration of Council members based on a recommendation by the Human Resources Committee of Council. In addition to airfare and accommodation costs, a fixed honorarium per meeting attended is paid to external members of Council. The amount of the honoraria was adjusted annually by the year-on-year CPI inflation rate as at the end of December of the previous year, and the total annual amount payable to an individual member was based on the number of meetings of Council and Council committees attended, but is capped at a fixed maximum, which was also adjusted annually by the year-on-year CPI inflation rate.

In March 2023, Council decided that, given the financial constraints that the University was facing, there would be no increase in the honorarium paid to external Council members in 2023. Furthermore, Council mandated the Human Resources Committee of Council (HRCC) to consider and decide annually whether an increase in the remuneration paid to external Council members is necessary, and to only table the matter at Council for consideration and approval should the HRCC recommend an increase in the amount paid. Members were encouraged to contribute their honorarium to the Tuks Scholarship Fund.

The honorarium payable to Council members per meeting in 2023 is shown in Table 2.1.

*Table 2.1 Honorarium payable to Council members per meeting, 2023*

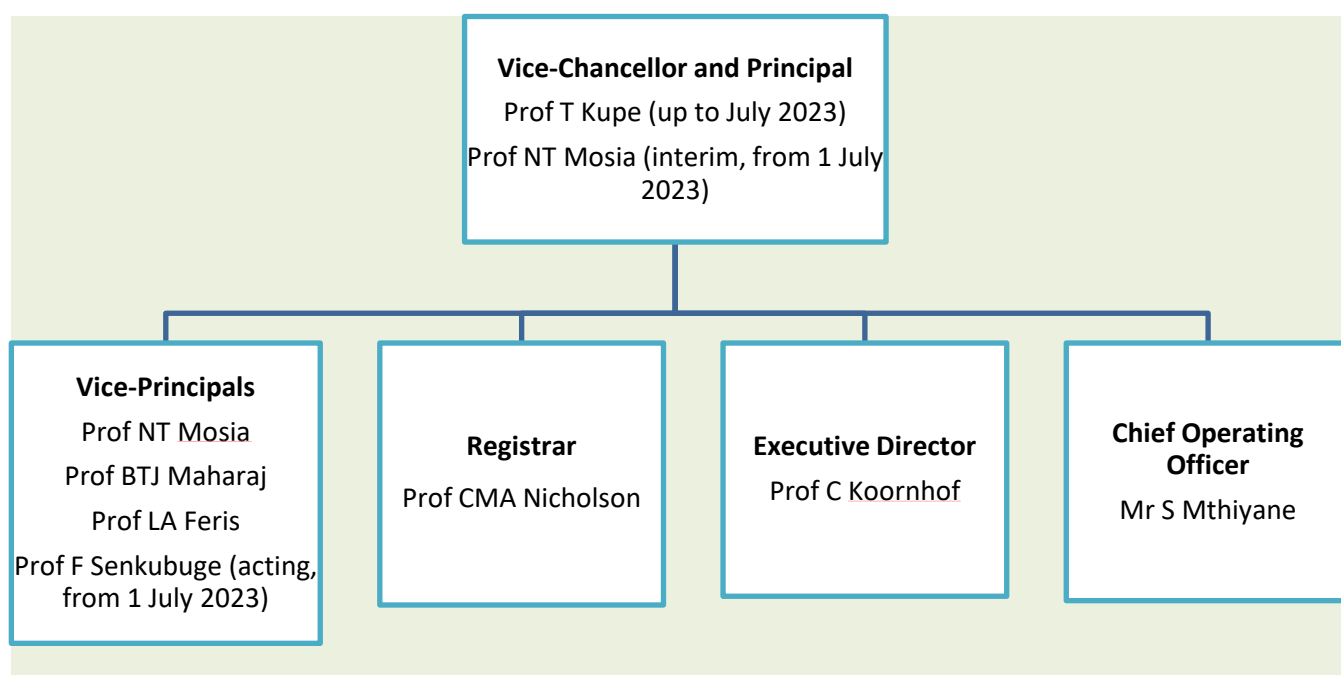
	Honorarium payable per meeting	2023 cap on total honoraria payable
Chairperson of Council	R6 278.00 (also receives an annual cell-phone allowance of R6 329.00)	R111 996.00
Chairperson of Council committees	R6 278.00	
Member of Council or Council committee	R4 362.00	

## 2.1.6 Significant matters considered by Council

### 2.1.6.1 Executive appointments

Prof Kupe resigned as Vice-Chancellor and Principal with effect from 31 July 2023. He took leave for the period 1 to 31 July 2023, during which time Prof NT Mosia was appointed as Acting Vice-Chancellor and Principal. Prof Mosia was appointed as Interim Vice-Chancellor and Principal with effect from 1 August 2023. Prof Senkubuge was appointed as Acting Vice-Principal: Student Life with effect from 1 July 2023. The University Executive was composed as shown below.

Figure 2.1 Composition of UP Executive, 2023



### 2.1.6.2 Notable achievements and developments

At each meeting, the Council and the Executive Committee of Council consider detailed reports from the Vice-Chancellor and Principal highlighting developments in the higher education sector, and providing an overview of notable achievements of the University, its staff and students, and of challenges to be addressed. This report includes examples to illustrate recognition of achievements and developments in 2023, with further information provided in Sections 3.3 and 3.4, and in the Vice-Chancellor's report in Section 7.

#### Select academic and other achievements

- Prof Nigel Bennett of the Department of Zoology and Entomology and Prof Anita Michel of the Department of Veterinary Tropical Diseases were placed in the top ten of Research.com's 2023 list of the best scientists in South Africa in the field of animal and veterinary science. Prof Bennet was ranked second and Prof Michel sixth;
- Prof Sunil Maharaj was conferred the title of Honorary Doctor of Technology by the Faculty of Technology and Society at Malmö University, Sweden. Prof Mike Sathekge of the Department of

Nuclear Medicine received the Society of Nuclear Medicine and Molecular Imaging's highest award for his cutting-edge research in theragnostics;

- Prof Dire Tladi, in the Faculty of Law, was elected judge to the International Court of Justice. He commenced his nine-year term in February 2024; and
- Prof Ann Skelton, in the Faculty of Law, was appointed as Chair of the UN Committee on the Rights of the Child.

Other high-profile achievements and awards are presented in Section 3.4 and Section 7.

### *Student achievements and impact*

Students' achievements are reflected in the numerous awards received during the year, some of which are listed here (see also the Vice-Chancellor's report in Section 7):

- The Faculty of Law moot team consisting of Mamkhabela Mthembu, Liyah Singh, Jade Werner, Comfort Ayelomi and Nyasha Jawa won the national Law Moot Court Competition. The team will represent UP and South Africa in the Philip C Jessup International Law Moot Court Competition in Washington, D.C., USA; and
- UP achieved a 100% pass rate in the 2023 South African Institute of Chartered Accountants (SAICA) Initial Test of Competence (ITC). Three UP students were in the top ten and ten were on SAICA's Honours Roll for achieving 75% or higher in the ITC.

UP provides a broad range of opportunities and support to undergraduate and postgraduate students to create an environment that supports the successful completion of their studies, and access to facilities and activities that will enable them to identify and develop their talents outside the classroom environment, and to become well-rounded, engaged, and productive members of society (also refer to Sections 3.3 and 3.4, and the Vice-Chancellor's report in Section 7).

### *Advancement, partnerships and engagement*

Contributing to the development and well-being of people and societies is a critical element of UP's public mission and a commitment that permeates its engagement at several levels. The few examples listed here illustrate the importance of partnerships and collaboration (see further details in Section 7):

- In 2023, a new flagship programme, Tuks Robot School, was launched where robotics, computer programming, and sensor technology are presented to prepare and inspire learners from underprivileged township and rural schools for the future world of work;
- UP and Rhodes University will host the Future Earth Africa Hub Leadership Centre, the first hub for the continent and one of a few in the world under Future Earth, a global initiative focused on advancing sustainability science; and
- Through the University's membership of the Alliance for African Partnership (AAP), a consortium of ten leading African universities, we will work to transform the continent through knowledge-based innovations.

### *Working with industry*

Strong links with industry is one of UP's key strengths. The University has a track record of successful collaboration with industry across various domains, among them, research chairs, industrial placement opportunities for our students, infrastructure development, and continuing professional development.

One example is that of the BMW IT Hub working with the Department of Informatics in the Faculty of Engineering, Built Environment and Information Technology (EBIT) to develop an information and communications technology skills talent pool of local young students. Another is the first research chair in the Biodiscovery Centre where our researchers will work with a private company and use artificial intelligence (AI) for the discovery of natural product lead compounds that can be developed as pharmaceutical and food ingredients.

#### **2.1.6.3 Campus development, facilities and major capital works**

The University's Spatial Development Plan: 2030 was approved by the Council in June 2023. The plan outlines the vision for the physical development and utilisation of the University's campuses. It takes into consideration the academic, research, student life and well-being and community engagement goals, ensuring that the physical spaces and infrastructure planning align with the University's mission and objectives. The plan serves as the blueprint for the development and maintenance of infrastructure to support future growth of UP.

The University's spatial development plan is intricately woven into the fabric of student success. By strategically designing and optimising campus spaces, an environment is created that fosters holistic growth, academic excellence, and personal fulfilment for the students. From state-of-the-art learning facilities that encourage collaboration and innovation to vibrant social spaces that promote community engagement and well-being, every aspect of the spatial plan is geared towards enhancing the student experience. By providing easily accessible resources, intuitive navigation, and inspiring environments, students are empowered to thrive academically, socially, and professionally. The University's commitment to thoughtful spatial development is not just about constructing buildings; it is about sculpting an ecosystem that nurtures the aspirations and achievements of every student, ensuring they have the tools and support they need to succeed both inside and outside the classroom. The planning and implementation of back-up water and electricity on all campuses has become a major focus as these municipal services have become unreliable.

The University's capital planning is on-going. A five-year rolling capital plan is maintained to ensure that the planning and budgets support the campus spatial development plan. Faculties are consulted on a regular basis and their project prioritisation is taken into consideration. Planning and budgeting to support them with third-stream income projects relating to buildings and infrastructure was also done.

Approvals were in accordance with the standing financial delegations at either the level of the University Council, the Standing Committee of Council, or the Executive. The Tender Committee for large tenders is chaired by the member of the Executive responsible for infrastructure and facilities and further consists of members of the Facilities Advisory Committee. An additional internal Facilities Management tender committee exists as a further measure to ensure due process is followed and



streamlined in accordance with UP procurement policies. Projects are managed in strict accordance with the UP Facilities Management Project Protocol.

Some of the highlights in 2023 include the completion of:


- Equine Clinic floor replacement project, Onderstepoort Veterinary Academic Hospital;
- Refurbishment of various bathrooms and library, HW Snyman Building, Prinshof Campus;
- Refurbishment of the Pool Pavilion, Hillcrest Campus;
- Upgrades to the Wildlife Building, Hillcrest Campus;
- Prinshof Campus bulk domestic and fire water;
- Hatfield Campus bulk domestic and fire water, phase 3 upgrades;
- Stormwater upgrades, Groenkloof Campus;
- House Erica Residence (female residence) refurbishment;
- Back-up water facilities at House Mags and Madelief (female residences).
- Mamelodi Business Hub; and
- Old Arts Building roof and tower restoration, Hatfield Campus.

### 2.1.7 Concluding comment

The University Council is satisfied that UP was managed in accordance with the goals and strategies outlined in the 2023 Implementation Plan, the UP 2025 Strategic Plan, the requirements for good governance as set out in the King IV Report on Corporate Governance for South Africa, and all laws, rules and codes applicable to the University.

The UP Strategic Plan 2022–2026 and Beyond requires the University to continue reimagining the future to make UP a world-class university. We need to constantly evolve and innovate. We are already at the forefront of digital transformation among tertiary institutions and our international rankings place the University as a leading institution in South Africa and among the top 100 globally. We are succeeding but will continue to do more.

The Council extends its gratitude to the Interim Vice-Chancellor and Principal and his leadership team who supported our academics and students, and guided the University to new heights. Thanks to them, the University has demonstrated its impact both at home and abroad.



Mr BJ Kruger  
*Chairperson of Council*

19 JUNE 2024

Date



## 2.2 Council's Statement on Governance

Council is the governing body of the University of Pretoria as provided for by the Statute of the University of Pretoria and approved by the Minister of Higher Education, Science and Innovation and published in Government Gazette No. 47665 of 9 December 2022. Council governs the University subject to the provisions of the Higher Education Act 101 of 1997 (as amended) and the Statute. As indicated in Section 1, Council is responsible for governance, policy-making and monitoring, and for formulating guidelines relating to strategic and financial governance (including performance evaluation and risk assessment). In addition, it is responsible for providing guidelines for staff matters, fostering a positive academic atmosphere, addressing disciplinary matters regarding staff and students as well as the admission and language policies of the University.

The University is committed to quality, relevance, diversity and sustainability in its academic mission, and pursues the values of discipline, transparency, independence, accountability, responsibility, fairness and social responsibility, as advocated in the King reports. Accordingly, after considering the differences between the business sector and higher education, Council took cognisance of, and applied where appropriate, the Code of Corporate Practices and Conduct and the Code of Ethical Behaviour and Practice, as outlined in the King Reports in the period under review. In supporting these codes, Council recognises the need to conduct the business of the University with integrity and in accordance with generally accepted practices. The monitoring of the University's compliance with the Code forms part of the mandate of the Audit, IT and Risk Committee of Council. As explained in the Chairperson's report, Council has established a process in terms of which it can assess its performance annually as the governing body of the University. A similar process has been established for the self-assessment of Council committees.

The Executive Committee of Council (formerly called the Standing Committee of Council prior to the amendment of the Statute in 2022), the Audit, IT and Risk Committee of Council, the Human Resources Committee of Council, and the Investment Committee of Council were established in terms of Section 29 of the Higher Education Act. The comprehensive review of the University's Statute, which commenced in 2020, was concluded in 2022 with the Statute being approved by the Minister and published on 9 December 2022 in Government Gazette No. 47665. Given the changes to the Statute, the charters of the various Council committees and a number of other regulations and policies were reviewed in 2023.

The minutes of meetings of the Executive Committee of Council and the Audit, IT and Risk Committee, and reports on the activities of the Human Resources Committee and the Investment Committee were tabled at Council meetings.

Council may delegate the authority, but not its responsibilities, to manage the institution effectively to the Vice-Chancellor and Principal. In accordance with the Statute, Council delegates to the Vice-Chancellor and Principal all the powers necessary to perform his or her duties. The Principal may, in turn, delegate duties to other employees or committees, except where such further delegation is expressly excluded. Council delegations were reviewed and approved by Council during 2023.

## 2.3 Council Committees

In accordance with Section 29 of the Higher Education Act, Council has established four committees. These committees are formally constituted with charters and are comprised mainly or exclusively of Council members who are neither employees nor students of the University. In addition, Council has a Joint Committee that meets on an ad hoc basis to consider and formulate recommendations to Council on the appointment of the Vice-Chancellor and Principal and Vice-Principals. On 21 June 2023, Council reconstituted all its committees and elected chairpersons for each committee for a period of two years.

Council committees are chaired by individuals with appropriate skills and experience. Council was informed of the activities of all Council committees at each of its ordinary meetings. All significant matters on the agendas of these committees affecting the University served before Council.

In view of a number of developments impacting on the functioning of governing bodies and hence also on the assessment of their performance, such as the publication of the King IV Report, guidelines for remuneration committees published by the Institute of Directors in South Africa, and the amendments to the reporting regulations for public higher education institutions, the process, documentation and forms related to the assessment of Council and the various Council committees were reviewed to ensure continued compliance with the applicable regulatory framework and best practice. The assessment forms were amended in 2018 to include aspects of the Guidelines for Good Governance Practice and Governance Indicators for Councils of South African Public Higher Education Institutions and the accompanying Governance Indicators Scorecard published by the DHET. The responses in the annual Council performance assessment forms were used to populate the Scorecard and the Scorecard was approved by Council in June 2023 for submission to the DHET. The results of the 2023 assessment indicated that Council and its Committees were perceived as performing at a level of good to excellent. In line with the Guidelines for Good Governance Practice, an external review of Council was undertaken in 2022. Council considered the report on the external review of Council at its meeting of June 2023, following which a number of the recommendations from the external panel were implemented.

More information on Council committees is provided below.

### 2.3.1 The Executive Committee of Council

The Standing Committee of Council serves as the Executive Committee of Council and has therefore been renamed as such in the amended Statute (2022). In June 2023, the Executive Committee of Council was constituted in terms of paragraph 20(1) of Chapter 5 of the Statute (2022) of the University of Pretoria. The Executive Committee of Council, as the representative of the Council may, when the Council is not in session, assume the authority of Council and may act on behalf of the Council in urgent matters, except with regard to matters as referred to in section 68(2) of the Act, namely –

- (a) making or amending the institutional statute;
- (b) entering, subject to the Minister's approval if so required, into a loan or an overdraft agreement;
- and

(c) embarking, subject to the Minister's approval if so required, on the construction of a permanent building or other immovable infrastructural development, the purchasing of immovable property or the long-term lease of immovable property.

When acting on behalf of Council, the Executive Committee of Council must use its discretion to determine whether a matter is urgent, and should it be of the opinion that a matter is not urgent, can only act on behalf of Council if the necessary power or authority has been delegated to it. The Committee must report to the Council on the actions of the Committee, which actions shall be considered at the next Council meeting. The Executive Committee of Council may finalise matters on behalf of the Council where the Council has, generally or specifically, granted the Executive Committee of Council the authority to do so, in which case the Executive Committee merely reports to Council. The Executive Committee formulates objectives for the University to be considered and approved by Council and for implementation by the University Management on *inter alia*:

- strategic governance;
- financial governance, in consultation with the Audit, IT and Risk Committee of Council;
- fostering a positive academic atmosphere; and
- social and ethics matters pertaining to the University as a whole, in consultation with the Human Resources Committee of Council.

In addition to the powers provided for in paragraph 22 of Chapter 5 of the Statute, the Executive Committee of Council has the following powers and duties:

- to confer on the Vice-Chancellor and Principal of the University, on behalf of Council, the powers that he or she requires to manage and run the University as contemplated in section 30 of the Act;
- to confer on the Vice-Chancellor and Principal of the University, on behalf of Council, the powers that he or she requires to achieve the strategic goals of the University;
- to recommend to Council for approval, the personnel, capital and operational budgets of the University;
- to authorise the Vice-Chancellor and Principal to perform all activities necessary to implement the personnel, capital and operational budgets of the University;
- to approve guidelines relating to the following matters and (if necessary) to authorise the Vice-Chancellor and Principal or any other University employee to:
  - incur non-budgeted expenditure;
  - procure funds (per project or in general);
  - acquire, maintain or dispose of assets of the University;
  - enter into contracts;
  - institute or defend legal proceedings; and
  - establish enterprises, either by way of co-operation agreements or by way of recognised forms of business entities.
- to determine guidelines, after consultation with Senate, relating to the following matters and (if necessary) to authorise the Vice-Chancellor and Principal or any other University employee to:
  - organise, structure and monitor teaching, learning, community engagement and research

at the University, including the establishment, merger or closure of faculties, departments, institutes, bureaus, research units and centres;

- organise student activities, including student services and student discipline;
- render community service; and
- determine procedures relating to academic dress as well as graduation and diploma ceremonies.

The Executive Committee of Council also operates as the Council Membership Committee by considering nominations for vacancies on Council and making recommendations in this regard to Council. Until 30 June 2023, the Committee comprised seven members, namely the Chairperson and Deputy Chairperson of Council (*ex officio*), the Vice-Chancellor and Principal (*ex officio*), two members of Council who are permanent employees of the University and members of Senate, and two additional Council members who are appointed from amongst the external members of Council. As from 1 July 2023, when the Committee was reconstituted in terms of the amended Statute (2022), it comprised the following members, namely the Chairperson and Deputy Chairperson of Council (*ex officio*), the Chairpersons of the Council Committees (*ex officio*), the Vice-Chancellor and Principal (*ex officio*), two members of Council who are permanent employees of the University and members of Senate, and two additional Council members who are appointed from amongst the external members of Council.

The Committee had three ordinary meetings and one special meeting in 2023. The minutes of the meetings were tabled at Council for noting.

*Table 2.2 Attendance: Executive Committee of Council*

Meeting	Committee members present (of 7 members for the first three meetings and 10 members the last meeting)	Absent with apology	Vacant seats
13 January 2023 (special)	6	1	0
22 February 2023	7	0	0
1 June 2023	4	3	0
2 November 2023	8	2	0

### 2.3.2 The Human Resources Committee of Council

The Human Resources Committee of Council is constituted in terms of paragraph 23(1) of Chapter 5 of the Statute (2022) of the University of Pretoria. The Human Resources Committee, which also operates as the Remuneration Committee of Council, assists Council in executing the following functions:

- annually makes recommendations to Council concerning the remuneration of Council members for confirmation or review by Council;
- makes recommendations to Council in respect of the formal delegation of powers or authority by Council to the Vice-Chancellor and Principal and/or any other employee of the University with regard to the appointment of academic and non-academic employees, subject to prior

consultation with Senate or a committee of Senate, where applicable, with regard to the appointment of academic employees;

- determines, on behalf of Council, the general conditions of service of employees in accordance with the University's requirements and current labour law;
- annually determines, on behalf of Council and in terms of current labour law, the general annual salary adjustment for employees in accordance with market trends and affordability;
- approves annually, on behalf of Council and in terms of current labour law, the following:
  - the individual remuneration of the Executive and other senior members, including performance bonuses of the University Management and other senior members as recommended by the Vice-Chancellor and Principal with due regard to market trends, the contribution made by these employees to the performance of the University and affordability;
  - the remuneration of the Vice-Chancellor and Principal including performance bonuses with due regard to market trends, the contribution made by the Vice-Chancellor and Principal to the performance of the University and affordability;
  - the guidelines for performance appraisal and performance-based remuneration of employees with due regard to the University's strategic objectives, market trends and affordability; and
  - has the power to award, in line with the University's strategic objectives, on an ad hoc basis, on behalf of Council and on the Vice-Chancellor and Principal's recommendation, bonuses to an Executive staff member or members for outstanding services rendered.
- approves the organogram of the Executive of the University;
- approves, on behalf of Council, the disciplinary measures and procedures applicable to employees;
- approves, on behalf of Council, all codes of conduct and regulations applicable to staff, including codes of conduct and regulations relating to ethical business, teaching and research practices, outside work and after-hours work, and joint appointments with other institutions;
- is responsible for taking reasonable measures to ensure that institutional succession planning is in place (where appropriate) and to continuously review the institutional staff development programmes to meet the development needs of staff;
- is responsible for approving and monitoring the implementation of the University's Employment Equity Plan;
- reports to Council on the activities of the Committee: Provided that the remuneration of individual employees or categories of employees shall not be disclosed in Council generally. Members of Council, however, are entitled to obtain the information on a confidential basis from the Chairperson of the Human Resources Committee;
- as part of its oversight and policy function, should ensure that the four core governance principles of responsibility, accountability, fairness and transparency are adhered to. The Committee, with the assistance of the appropriate institutional entity or entities, should therefore ensure that:
  - an ethical corporate culture, focusing on responsible corporate citizenship, sustainable development and stakeholder relations, is built and sustained in the University;

- ethical standards are clearly articulated and that the University takes measures to achieve adherence to them in all aspects of its operations;
- adherence to ethical standards is measured;
- internal and external ethics performance is aligned around the same ethical standards;
- ethical risks and opportunities are incorporated in the risk management process;
- relevant codes of conduct and ethics-related policies are implemented;
- compliance with the codes of conduct is integrated in the operational activities of the University;
- the University's ethics performance is assessed, monitored, reported and disclosed; and
- in view of the fact that the University, in addition to its core academic business, also comprises numerous campus companies and other business entities, ensure that from the University's side, a member of the Executive takes responsibility for the group's human resources practices in order to ensure that such practices are aligned.

In terms of the Charter of the Committee, the Committee should consist of at least five members, all of whom are external Council members, including the Chairperson and Deputy Chairperson of Council. The Vice-Chancellor and Principal attends the meetings by standing invitation.

The Committee held three ordinary meetings and one special meeting during 2023. The Chairperson of the Committee reports to Council on the activities of the Committee on a regular basis.

*Table 2.3 Attendance: Human Resources Committee of Council (HRCC)*

Meeting	Committee members present (of 6 members)	Absent with apology	Vacant seats
13 February 2023	6	0	0
20 May 2023	6	0	0
28 July 2023 (special)	6	0	0
16 October 2023	5	1	0

### 2.3.3 The Joint Committee of Council

The Joint Committee of Council, which consists of all members of the Executive Committee of Council and all members of the Human Resources Committee of Council who are not members of the Executive Committee of Council, deals with the appointment of the Vice-Chancellor and Principal and Vice-Principals. The Committee is chaired by the Chairperson of Council and meets on an ad hoc basis.

The Committee met twice during 2023. In September and November 2023, the Committee considered the applications and nominations received for the position of Vice-Chancellor and Principal with a view to compiling a shortlist of candidates to be considered for the position.

Table 2.4 Attendance: Joint Committee of Council (JCC)

Meeting	Committee members present (of 13 members)	Absent with apology	Vacant seats
28 September 2023	12	1	0
23 November 2023	11	2	0

### 2.3.4 The Audit, Information Technology and Risk Committee of Council

Please refer to the separate report of the Committee, which appears in Section 6.

### 2.3.5 The Investment Committee of Council

The Investment Committee of Council is constituted in terms of paragraph 23(1) of Chapter 5 of the Statute (2022) of the University of Pretoria.

The Investment Committee of Council is charged with overseeing the investment matters of the University. The Committee convenes biannually during May/June and October/November to consider the performance of the University's investment portfolio for the preceding six-month period, ending 31 March and 30 September, respectively. The Committee comprises external Council members, the Vice-Chancellor and Principal (*ex officio*), members of the Executive nominated by the Vice-Chancellor and Principal, the Executive Director: Finance and Business Initiatives, the Director: Finance, and at least one knowledgeable full-time permanent employee of the University from the academic staff appointed by the Vice-Chancellor and Principal. The Committee held two ordinary meetings during 2023 and reports on the activities of the Committee were tabled at Council for noting.

Table 2.5 Attendance: Investment Committee of Council

Meeting	Committee members present (of 12 members at the May meeting and 11 members at the November meeting)	Absent with apology	Vacant seats
15 May 2023	10	2	0
8 November 2023	9	2	0

## 2.4 Statement on Sustainability

As an integral part of society and an institution for the public good, the University of Pretoria remains mindful of the critical role that it plays in sustainable development and to shared futures where nobody is left behind. This role incorporates the pursuit of transformational change across the domains of nature and society, in ways that are consistent with aspirations of the South African National Development Plan (NDP), the African Union's Agenda 2063, and the United Nations Sustainable Development Goals (SDGs).

In this context, the challenges we face as a country and a continent continue unabated, compelling us, along with all other role players within higher education and across other sectors, to reaffirm our

resolve and work both individually and as a collective, to address the fundamental challenges of poverty, inequality and unemployment. Such collaborations are a central tenet of the University's philosophy and strategy.

As described previously in the UP 2022 Annual Report and subsidiary UP Sustainable Development Reports, we see our contributions to sustainable development across two broad themes. As an institution, we are called to conduct ourselves with integrity, and create the conditions for members of the University community to thrive and reach their full potential. Additionally, in conducting our activities across our extensive geographic footprint, we must demonstrate stewardship over the natural resources that we utilise and that are under our care. In the spirit of mutual dignity and respect, we must interact meaningfully with stakeholders, especially our host communities, as we contribute to their cohesion and development. We refer to this collective set of activities as operational sustainability. Through our core functions of teaching, learning, research and engagement our sustainability contributions extend far beyond our immediate footprint. In fulfilling our purpose as a higher education institution, our staff are agents of change and transformation; successful students at undergraduate and postgraduate levels strengthen societal capacity and capability, and our research outputs influence policy and practices to meet changing societal needs.

Our operational sustainability and the broader UP contributions to sustainable development through our core functions are underpinned by our ability to ensure financial sustainability. While this has become increasingly challenging in the face of economic pressures within our operating landscape, we remain prudent and continue to pursue innovative approaches, creating more value from fewer resources.

In this statement we reflect on our strategic approach to sustainable development; perspectives of UP's financial and operational sustainability; influencing broader sustainability impacts through teaching, learning, research and engagement; and our work in relation to the SDGs. As part of our integrated approach, the principles of inclusivity, innovation, fairness and collaboration are firmly embedded into the strategy, and cut across all aspects of the report.

Testimony to our integrated approach to institutional sustainability and sustainable development, various important sustainability-related issues will be discussed in other sections of the report.

### **2.4.1 Our strategic approach to sustainable development**

Our strategic approach to sustainable development and its integration into the institutional strategy has been extensively articulated in the UP 2022 Annual Report. The distinguishing features of our five-year institutional strategy are twofold: how we have conceptualised the University as a societal agent for the public good, and thus are able to hardwire sustainability into the institutional strategy; and how it is used as a living strategy where the core tenets of the strategy endure, while at the same time we continuously seek to improve its translation and application. As such, in the process of cascading and translating the strategy during the year under review, we continued a process of two-way learning and improvement.

#### **2.4.1.1 Advancing sustainable development through the integrated academic framework**

A key development during 2023 was finalisation of the integrated academic framework with



subsidiary frameworks for teaching and learning, research, innovation and postgraduate education, which both incorporate curricular community engagement. The frameworks recognise the centrality of the academic project to implementing the institutional strategy and driving a sustainable development agenda. They also support the University's research-intensive identity.

The integrated design of the frameworks is based on the interdependence between the core functions and their mutually reinforcing nature. They have multiple interfaces with, and directly address all five institutional goals, namely:

- To enhance access and successful student learning;
- To strengthen the University's research, international profile and global engagement;
- To foster and sustain a transformed, inclusive and equitable University community;
- To enhance institutional sustainability; and
- To strengthen the University's social responsiveness and impact on society.

The process of developing the frameworks began towards the end of 2022 and included engagement with executive leadership, deans and directors to obtain inputs and refine the evolving ideas. The concepts were also discussed more broadly to test their validity in various international forums such as Tsinghua University's Higher Education Forum global conference exploring the role of universities in a changing world, and the United Nations Academic Impact (UNAI) series of capacity-building workshops for universities and colleges around the world.

At the heart of the subsidiary frameworks are their respective pathways to impact. These are crafted as discrete ecosystems comprising a set of connected strategic focus areas with clear linkages and dependencies which may be uni- or bi-directional. These strategic focus areas shape the work that needs to be done and enables institutional consistency and coherence of action, while allowing locally relevant translation and application at faculty and entity levels. The principles of sustainable development are embedded within the frameworks, as they work to address the sustainability challenges we face as a country and continent, and our aspirations for sustainable futures. The dimensions include understanding the societal context and related challenges; broadening student access and enabling graduate success, which contributes to societal human capital development; producing African-global citizens who are enquiry-led, work- and future-ready, entrepreneurs, and lifelong learners; and creating new knowledge with innovative product development for transformative societal impact. The frameworks enable the core functions to navigate the spectrum of mono- to transdisciplinary work.

Subsequent to finalisation and approval of the integrated academic framework and subsidiary frameworks early in 2023, their roll out and cascading to faculty levels was undertaken by the Vice-Principal: Research, Innovation and Postgraduate Education and the Vice-Principal: Academic. The inclusive process followed during their design, along with the articulation and sense-making of work already being undertaken within faculties, contributed to the frameworks being readily accepted and embraced across the institution.

#### **2.4.1.2 Stakeholder engagement**

Stakeholder engagement for mutual benefit continues to be integral to our strategic approach to sustainable development. The University recognises that collaboration and partnerships are

essential to effective functioning, and to amplifying the impact we seek. As such, we are not an island and cannot do things alone. Throughout the year under review, the University continued to deepen connections between internal and external stakeholders, softening the boundaries between itself and society at large. Our approach to understanding, categorising and engaging with stakeholders was articulated in the UP 2022 Annual Report.

Internal stakeholders comprise the entire University community. Formal governance and engagement structures across the University hierarchy involve all internal constituencies, are well established, and continue to function well. These are discussed in detail in other sections of the reports and statements of Council and the committees of Council (Sections 2.2 and 2.3), and in the statements on transformation (Section 2.5), conflict management (Section 2.6), and worker and student participation (Section 2.7).

Beyond statutory structures and processes for engagement, a range of initiatives continued to strengthen an inclusive and engaged culture that embraces diversity, collaboration and innovation. Of note, revision and enhancement of the UP Transformation Strategy was concluded in 2023 with Council approval during the year. Additionally, efforts to address findings of the Institutional Culture Survey continued through the year at faculty and departmental levels. A novel approach taken in the Faculty of Education and the Department of Informatics focused on the intentional design of an enabling culture. Dimensions of the desired culture were determined along the themes of building trust and enhancing creativity. Each dimension was described by the leadership of these entities to establish a shared understanding of the dimension and its desired attributes. This designed culture forms the basis of self-assessment and analysis, enabling the development of interventions that address underlying issues to shift the culture towards proactive and transformational levels of maturity. It is anticipated that this approach will be adopted within other faculties and departments in 2024.

At an institutional level, intentional collaboration continued to strengthen, with the formalisation of a steering committee and task team to advance multi-, inter- and transdisciplinarity in teaching, learning, research and community engagement across the University. Key functions of the steering committee are to provide oversight and guidance in the evolving understanding of the concept of transdisciplinarity in UP, the process of embedding requisite practices within the institution, and progress towards advancing a transdisciplinary agenda. Additionally, committee members will play a key role in facilitating collaborative efforts, addressing barriers identified, and transferring learning from different parts of the institution for adoption and adaptation.

External stakeholders represent far greater heterogeneity within and across different stakeholder categories. These include academia, government, industry and civil society, reflecting the importance of engaging with society holistically. Across each sector, collaboration is multi-faceted and cuts across all core functions.

The Africa Global University Partnerships (AGUP) strategic initiative focuses on partnering with high profile universities globally, across the areas of teaching, learning and research to strengthen the UP profile and enhance institutional impact. Good progress was sustained in 2023, and as the initiative continued to mature, the International Strategic Partnerships Office began shifting towards a facilitating, connecting and convening role for institutional and faculty collaborations. In this implementation phase the focus has been on deepening and strengthening existing partnerships and nurturing new ones. Additionally, the initiative played a key role with Future Africa in the University's

hosting of its first in-person Africa Week in May 2023. The initiative was in partnership with the national Department of Science and Innovation (DSI) and the National Research Foundation (NRF). The event convened multiple international partners, and included high-level conversations such as “Networking the Networks” and “Collaboration and Partnerships for Impact”.

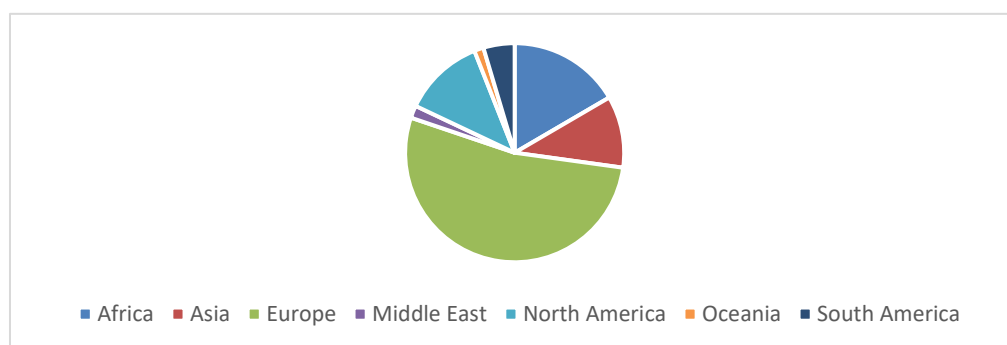
The list of AGUP participating universities is shown in the table below.

*Table 2.6 AGUP participating universities*

Region	Participating university
North America	<ul style="list-style-type: none"> <li>• Fordham University</li> <li>• Cornell University</li> <li>• New York University</li> <li>• Michigan State University</li> <li>• University of Illinois Urbana-Champaign</li> </ul>
Europe	<ul style="list-style-type: none"> <li>• University of Nottingham</li> <li>• King’s College London</li> <li>• University of Bristol</li> <li>• University of York</li> <li>• University of Leeds</li> <li>• University of Montpellier</li> <li>• Wageningen University and Research</li> </ul>
Australia	<ul style="list-style-type: none"> <li>• Curtin University</li> <li>• University of Western Australia</li> </ul>

Beyond the AGUP-related set of partnerships, UP continued to strengthen its global footprint of collaboration with universities and institutions at faculty and departmental levels. The chart below shows the global distribution of our 217 active international partners in 2023. Partners are made up of universities or entities in the higher education sector with whom we share memoranda of understanding or intent, institutional agreements or faculty agreements.

*Figure 2.2 Active international partners, 2023*



In addition to collaborating with individual universities, UP continued to work actively in a wide range of regional and international networks. These include the Worldwide Universities Network (WUN), the African Research Universities Alliance (ARUA), the Association of Commonwealth Universities (ACU), the Australia-Africa Universities Network (AAUN), the Regional Universities Forum for Capacity building in Agriculture (RUFORUM), the Alliance for African Partnerships – Michigan State University (AAP), and the University Social Responsibility Network (USRN). The University is also a founding member of the recently formed Knowledge Equity Network (KEN).

Working with government is undertaken at national, provincial and municipal levels and a wide range of interactions are underway. At a national level, high-level examples include providing support to

the Presidency through the South African SDG Policy Support Initiative, and in the establishment of the UP-coordinated National Biosecurity Hub, a multi-departmental collaboration with the National Departments of Higher Education and Training (DHET), Science and Innovation (DSI), and Agriculture, Land Reform and Rural Development (DALRRD). At a provincial level, collaborations include engaging with the Department of Health (DoH) on academic hospitals for training purposes, and with the Department of Basic Education (DBE) on initiatives providing support to schools and learners in the UP catchment area. Interactions with the Tshwane Metropolitan Municipality include the delivery of bulk services, and collaborative efforts relating to UP as an anchor institution. The latter instance also includes working with private sector and representatives from civil society.

Community Engagement (CE) represents a special form of stakeholder engagement. It recognises that we are embedded in our host communities, and affirms the importance of communities and civil society. To ensure that our approach keeps abreast with evolving societal needs and expectations, the Institutional Policy of Community Engagement will be reviewed during the coming year. Key subsets of CE are institutional CE and curricular CE. Institutional CE is discussed in more detail in the section on UP as an anchor institution (Section 2.4.3.4), while curricular CE is addressed in Section 3.3.1 of the Senate report to Council.

## **2.4.2 Financial sustainability**

During the year, financial sustainability remained a top risk to the institution, with economic challenges being faced by the higher education sector as a whole. Key issues include government subsidies not keeping pace with operating costs; a high staff cost base; the capping of tuition fee increases by the Minister of Higher Education, Science and Innovation, and high levels of student debt. While alternative (third-stream) income is currently a relatively small percentage of all income, it remains an important component of our need to diversify income sources.

The overall financial sustainability of UP is addressed in detail in the Financial Review (Section 9) of the Annual Report. In this section, our focus is limited to the generation of third-stream income.

### **2.4.2.1 External research funding**

In the face of constrained government subsidies and tuition fee escalation, diversification of revenue and funding sources is critical to the University's survival and its ability to thrive. Furthermore, our ability to secure and grow alternative income sources serves as a reflection of our success in positioning ourselves as a leading institution with a global outlook.

A significant portion of third-stream revenue is from external research funding. Government-related grants from agencies such as the National Research Foundation (NRF), the Medical Research Council (MRC), the Council for Scientific and Industrial Research (CSIR), the Department of Science and Innovation (DSI), and various other government agencies or State-owned Entities account for almost half of external research funding. For the year, declines in government-related and international grants were offset by increased funding from national institutes and centres and the private sector. For the year, external research funding increased by R 33,5 million compared to the previous year.

Table 2.7 External research funding

External research funding (R)					
Funding source	2019	2020	2021	2022	2023
Government-related grants	397 911 360	351 909 595	303 576 159	300 909 759	277 745 094
International grants	200 810 336	160 984 633	191 825 294	255 885 116	250 697 052
Private sector research contracts	95 009 218	95 360 843	83 997 969	93 899 834	145 117 713
National institutes and centres	24 123 071	18 458 224	35 518 764	29 049 678	39 782 134
<b>TOTAL</b>	<b>717 853 984</b>	<b>626 713 094</b>	<b>614 918 186</b>	<b>679 744 387</b>	<b>713 341 993</b>

#### 2.4.2.2 Enterprises University of Pretoria

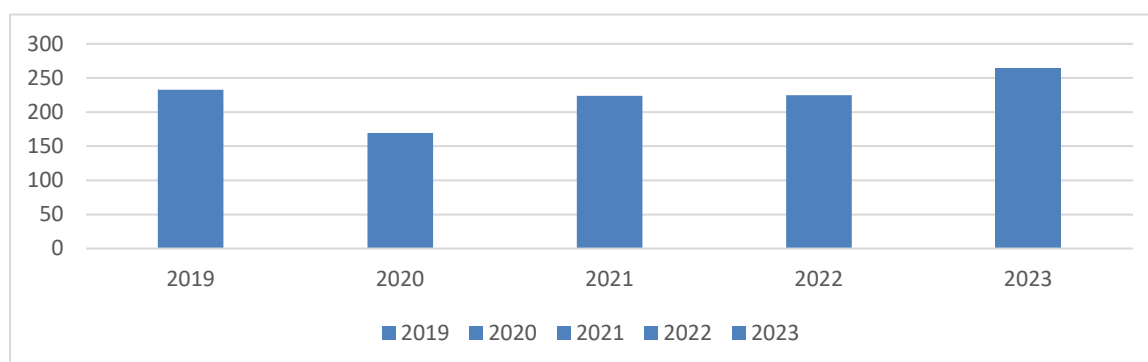
Enterprises University of Pretoria (Pty) Ltd is a wholly owned subsidiary of UP and is responsible for the development, implementation and management of the University's commercial activities. With separate governance, management structures and delegations of authority, Enterprises UP serves to extend the University's legacy of knowledge transfer, and its contribution to the growth and success of working professionals and different organisations. Leveraging institutional expertise and competence, work is conducted across the areas of skills development for professionals, commercial research, consulting solutions and analytical services.

The wide range of training programmes offered empower professionals to thrive in their roles, contribute to their organisations' success, and navigate the challenges of a rapidly evolving societal landscape. Research and consulting services cover diverse public and private sector clients in different global jurisdictions, industries and sectors.

Expertise is drawn from over 140 disciplines in the nine faculties and business school of the University of Pretoria, to provide customised, innovative and relevant client solutions. Depending on the nature of solutions needed, multidisciplinary teams are frequently deployed to ensure successful project delivery.

Figure 2.3 shows the income generated by Enterprises University of Pretoria (Pty) Ltd.

Figure 2.3 Enterprises University of Pretoria (Pty) Ltd annual revenue (R-million)



### **2.4.2.3 Intellectual property development and commercialisation of research**

The commercialisation of research and intellectual property development is an important contributor to the University's positioning, and serves as a source of third-stream income. Additionally, translating new knowledge into relevant products and solutions advances the University's societal impact.

Details of the UP intellectual property activity is reflected in Table 3.20 in the report of Senate to Council.

### **2.4.3 Operational sustainability**

Central to our sustainability is the way that we function and conduct ourselves as an institution, and within our operations. This includes creating the conditions for staff and students to thrive; demonstrating stewardship in the use of natural resources in our operations and care of our spatial footprint; and being a good neighbour within our host communities, contributing to their development and upliftment.

#### **2.4.3.1 Staff practices for sustainable development**

UP employs some 8 327 people in academic, professional services and support roles. In pursuing our intent to be a leading research-intensive university in Africa, we recognise that our success is derived from the capable staff who enable the University's functioning. We therefore seek to create the conditions for all to reach their full potential, so that they can realise their own, and the institution's goals and objectives.

During the year, we continued to focus on: attracting, developing and retaining talent; creating just and inclusive workplaces with decent work conditions and the protection of labour rights; and enhancing the holistic well-being of staff.

Staff development initiatives are integral to the University's transformation agenda, seeking to both address legacy challenges and secure a shared and resilient future. The suite of institutional programmes advancing staff development span leadership and managerial development from supervisory to executive levels; increasing the number of academics with doctoral qualifications and the number of professors; and internships and learnerships. These are discussed in the statement on transformation (Section 2.5).

Maintaining sound working relationships and dialogue within and across different constituencies of the University forms the basis of just and inclusive workplaces with decent working conditions and the protection of labour rights. The institutional efforts and activities in this space are addressed in more detail in the statements on conflict management (Section 2.6), and worker and student participation (Section 2.7).

During the year, the UP Employee Wellness Programme, EWP@UP, continued its commitment to improving the health and well-being of UP employees. A monthly schedule of activities included fitness events, wellness awareness and related initiatives, the provision of health and screening tests, and a variety of lunchtime lectures. Confidential counselling services for employees also continued through the year.

### **2.4.3.2 Towards the resilient graduate**

Early in the year, the newly elected Student Representative Council (SRC) held a landmark strategic conversation. Distinctive features of the dialogue were that it served to see the University through the lens of students, amplify the student voice as a significant constituency within the broader University community, and recognise the student body as a powerful and insufficiently tapped source of competitive advantage for the institution.

Using a design thinking approach, the conversation initially explored the significant challenges faced by, and opportunities available to, the student body. Issues included difficult transitions from school into the academically intense and rigorous university life, financial insecurity, student safety and security, and holistic health and well-being of students. There was also deep reflection on the SRC, and its effectiveness and connectedness with the broad and heterogeneous student body. Notwithstanding the magnitude of the challenges, key opportunities surfaced, including reimagining the SRC and its members as influencers, catalysts and agents of change.

The theme of the strategic conversation emerged in the process of crafting a desired future: “A human-centred, dynamic and resilient student body for the ‘next generation’ university”. In this future, the SRC and student body are valued strategic partners influencing transformation of the University culture and lived experiences, where all reach their full potential. Individual and collective talents contribute to differentiating the University, and to transforming societies for the public good.

A coherent set of actions were developed within five strategic focus areas:

- Positioning the SRC as catalyst and change agent;
- Engaging stakeholders, mobilising action and managing relationships;
- Addressing student body challenges and making a difference;
- Influencing and shaping the reimagined UP; and
- Reporting and performance improvement.

Within this process, there is an intentional shift from the student body as passive recipients of knowledge, development and capacity building, towards being active participants and strategic partners in university and societal transformation.

Despite the term-based nature of SRC membership, it is anticipated that, by amplifying the student voice and demonstrating success as a strategic partner, future SRCs are likely to embrace the direction outlined, and enable continuity of activities over the next 3 – 5 years.

Other aspects of student life during the year are addressed in the statement on transformation (Section 2.5), the statement on worker and student participation (Section 2.7) and the report of Senate to Council (Section 3.).

### **2.4.3.3 Towards a resilient campus**

With its seven campuses, UP has a vast geographic footprint of 1 165 ha, carrying around 737 buildings covering more than one million square metres, and being utilised by a University community of over 60 000 people. During the period under review, there were no material changes to UP’s size, structure or operating model. The campus footprint and building coverage data is represented in Table 2.8 below.

*Table 2.8 Campus footprint and building coverage data for 2023*

Campus	Erf size in hectares	Gross floor area in m <sup>2</sup>	Assignable m <sup>2</sup>	Number of buildings
Hatfield Campus, women's residences and surrounds	64.04	469 202	304 608	245
Hillcrest Campus	293.41	178 780	114 939	250
South Campus	3.10	23 061	16 929	14
Faculty of Health Sciences	5.88	110 069	68 904	44
Groenkloof Campus and residences	40.02	98 008	64 046	30
Mamelodi Campus	20.02	24 982	15 563	15
Onderstepoort Campus and residences	65.83	84 250	47 737	86
Miertjie le Roux	570.90	2 232	2 073	16
Other	670.61	26 374	16 807	49
<b>Total</b>	<b>1 733.81</b>	<b>1 016 958</b>	<b>651 606</b>	<b>749</b>

The campuses are interspersed and co-exist within diverse mixed-used human settlements. Sustainability considerations include demonstrating stewardship in the use of natural resources in our operations, care of our spatial footprint, and environmental impacts related to interfaces between the University and neighbours within our host community.

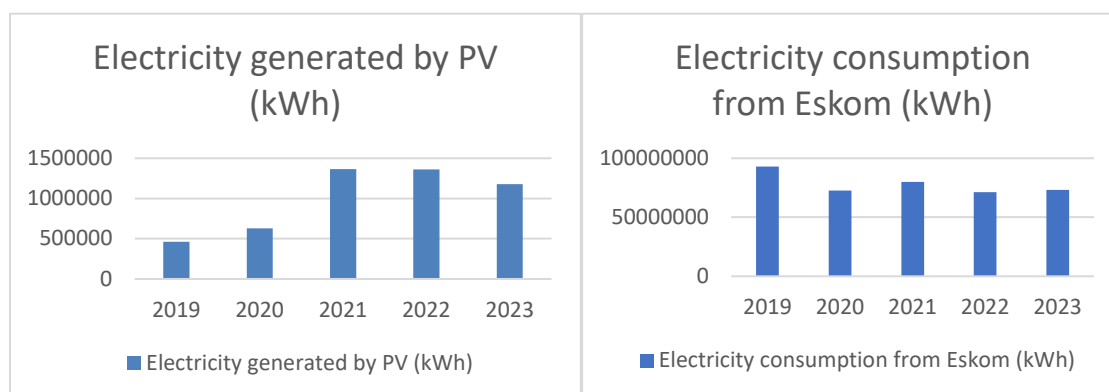
Through the year, UP's multi-disciplinary Department of Facilities Management continued to manage and coordinate all real estate and facility-related services. This encompasses infrastructure and land, a range of support services, and optimal management of energy, water and waste. Stewardship activities include protecting resources and reducing consumption, recycling water, exploring and utilising alternative energy sources, preventing environmental impacts such as pollution, rehabilitating land when necessary, and supporting biodiversity. The Department's approach and the University's pursuit of leadership in sustainable development has been outlined in the UP 2022 Annual Report.

Energy efficiency and security have been strategic priorities for over a decade. Integrated efforts have ranged from building design, improving efficiency of energy-intensive and other energy utilising equipment, and establishing a culture of energy conservation. From 2018, the University has undertaken a programme of installing photovoltaic (PV) panels to improve energy security and increase utilisation of renewable energy. Notwithstanding these efforts, energy insecurity through municipal power supply interruptions or load shedding by the national power utility remained a significant threat to business continuity during the year. With current energy demands exceeding the capacity of photovoltaic systems, the University remains dependent on fossil fuel burning generators. The negative impacts are twofold: the increased utilisation of diesel comes at a significant cost and there are increased greenhouse gas (GHG) emissions with an expanded carbon footprint. In 2023, some R 79 million was spent on diesel for use by standby generators, an increase of R 35 million on 2022 expenditure.

Beyond the interventions put in place over the past few years, during the year the University explored expanding the current PV installation, along with various other efficiency improvements. Examples of the latter include movement detection for the operation of air conditioning in large halls; further efficiency improvements of heating, ventilation and air conditioning (HVAC) equipment; and alternative renewable energy options.



Figure 2.4 Electricity generation and consumption



In 2023, UP produced its eighth carbon footprint report in terms of GHG emission. This is in line with our continued commitment to sustainable development and the rigorous application of supportive practices. As with previous reports, the GHG Protocol Revised Accounting Standard (2013) for accounting and reporting is used, applying an operational control approach. Reporting covers the primary campuses as our organisational boundary. We report on:

- Scope 1: direct emissions driven by the UP-owned vehicle fleet, back-up generator use, and the use of LPG gas in research laboratories; and
- Scope 2: indirect emissions from the use of purchased electricity.

While we have been measuring Scope 3 data (other indirect GHG sources) for the past four years, at this stage they do not form part of the carbon footprint assessment.

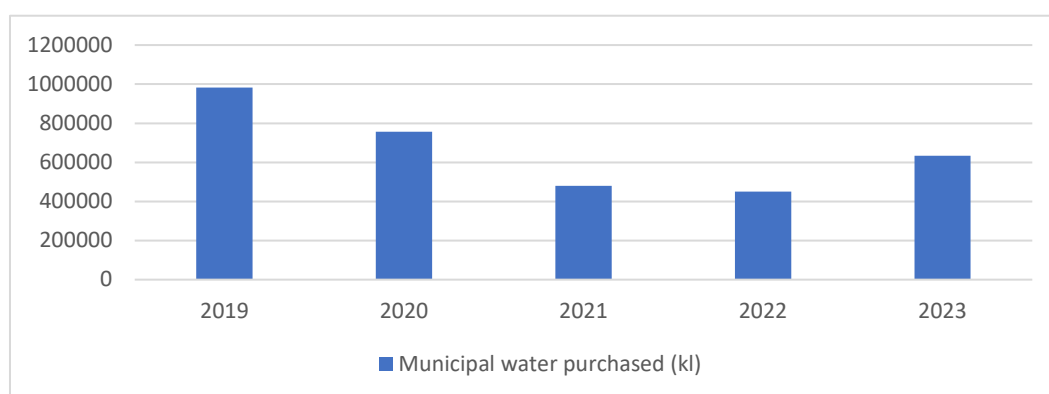
Table 2.9 provides details regarding the University's carbon footprint.

Table 2. 9 Intensity metrics

Intensity metrics	2019	2020	2021	2022	2023
Floor area (m <sup>2</sup> )	1 018 878	1 028 931	1 039 970	1 043 525	1 016 958
Total carbon footprint (tCO <sub>2e</sub> )	98 337	64 495	76 540	78 648	81 191
Tonnes CO <sub>2e</sub> /m <sup>2</sup>	0.10	0.06	0.07	0.07	0.07
UP population	58 331	59 754	61 497	63 420	62 877
Carbon footprint (t CO <sub>2e</sub> / person)	1.54	1.65	1.07	1.24	1.29

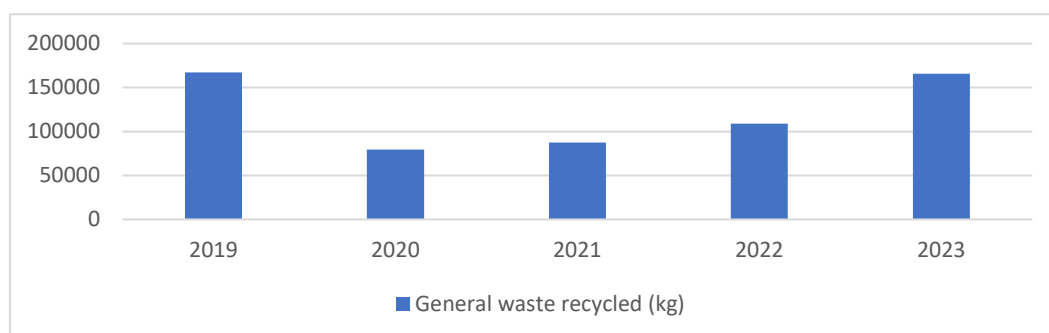
The UP Water Management Plan continues to guide the range of water conservation initiatives to increase awareness, optimise its use, and protect the resource across the University. These include high-efficiency plumbing systems, preventative and scheduled maintenance coupled with early leak detection and intervention to prevent water losses, and water-efficient irrigation systems using recovered water for the University's large-scale landscaping. Year-on-year municipal water consumption is demonstrated in Figure 2.5.

*Figure 2.5 Municipal water purchased*



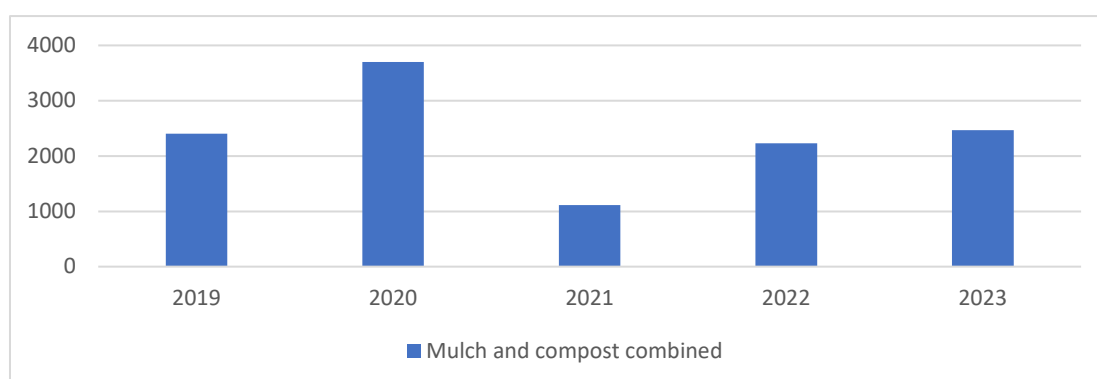
UP is a major generator of general waste which comprises recyclable waste, food waste, and garden waste. During 2023, a total of 165 555 kg (Figure 2.6) of waste was recycled. This represents a 52% increase in recycling compared to the same period in 2022, and a saving of almost 4.5 million tonnes of carbon emissions. This saving is not included in the carbon footprint report.

*Figure 2.6 General waste recycled*



The upgrading of the compost and mulch production facility on the Hillcrest Campus has substantially decreased the need for, and costs of, transporting garden refuse to landfill sites. Around 2 500m<sup>3</sup> of compost and mulch was produced and used on all the University properties in 2023, a 5.7% increase on 2022 amounts. The use of mulch in plant beds decreased the need for irrigation water, prevents weed infestation and creates healthier soils. Figure 2.7 shows the amount of mulch and compost produced at UP.

*Figure 2.7 Mulch and compost (m<sup>3</sup>)*



#### 2.4.3.4 UP as an anchor institution

Our institutional anchor strategy is incorporated into the UP Spatial Development Plan 2030, and is underpinned by the philosophy of mutually beneficial and symbiotic relationships with our community stakeholders. We recognise that we have a shared future with our neighbours, and our successes or failures are inextricably linked. This is primarily in relation to maintaining safety and security, and preventing urban decay.

During the year, the Hatfield Campus Village initiative continued under the auspices of the Hatfield City Improvement District (CID), of which UP is a founding member. Hatfield CID is a non-profit organisation established in terms of the Gauteng City Improvement Districts Act 12 of 1997. The organisation is governed by a Board of Directors that is currently chaired by the University's Chief Operating Officer. It provides various security services and supplemental municipal services, and is funded through levies paid by property owners within the Hatfield-Hillcrest district boundary. Levies are determined by municipal property valuations, and UP currently contributes 43.76% of levies to the Hatfield CID. The main focus of the Hatfield CID has continued to be on safety and security, given the high prevalence of crime in the Brooklyn police precinct which covers 28 suburbs including the Hatfield and Hillcrest areas. Notably, the visibility, responsiveness and efficiency of the Hatfield CID's security interventions have resulted in the area being significantly less affected by crime than its neighbouring suburbs within the precinct. Interventions include the installation of 80 CCTV cameras in strategic locations across Hatfield, and exploration of a mobile application for users to alert nearby security responders of an emergency. The Hatfield CID's urban management initiatives include general cleaning, the maintenance of roads and pavements, waste management, landscaping, and beautification of the area. During the year, over 67 000 bags of refuse and almost 400 bags of rubble were removed. Some 300 potholes were repaired.

The Prinshof Campus, housing the Faculty of Health Sciences, is strategically entwined with the Oral and Dental Hospital, Tshwane District Hospital (TDH) and the Steve Biko Academic Hospital (SBAH). Collectively these form an expansive medical facilities precinct. The campus is fragmented and spread over the Prinshof North and South Campuses, with several satellite campuses including rural training platforms. There is long history of co-operation between Gauteng Health and the Faculty of Health Sciences around facilities and infrastructure management. In addition to the logistical challenges posed by the fragmented spread, the campus is faced with spatial constraints compounded by aging infrastructure, and threats to water and electricity security. The area surrounding the Prinshof campus is plagued by high crime rates and urban and environmental decay, with threats to the adequacy and safety of parking areas and movement corridors interlinking the residences, campus and hospitals. Adjacent to the Prinshof campus is the Melgisedek property, a 90-year-old building complex owned by the municipality, which has been classified as uninhabitable due to pervasive fire damage and destruction of infrastructure. Homeless people living in the buildings pose security risks to staff, students and community members attending health facilities. Since 2016, UP has been engaging with the City of Tshwane to obtain this property and convert it into facilities, thus contributing to a safer precinct around the campus. Additionally, the Faculty has two armed-response officers on motorbikes and other security patrolling the campus at night. Recently, the Faculty secured the use of a panic app for all health students through Hatfield CID, enabling 24-hour emergency assistance nationally.

The Onderstepoort Campus hosts the Faculty of Veterinary Science and is fairly isolated from the

main campus. It is located in an outlying area adjacent to urban development, and with nearby informal settlements. Consequently, the campus faces significant challenges related to the availability of accommodation, public transport and social or sporting facilities. Such isolation further compounds the challenge of energy security with high levels of load shedding, and greater vulnerability and threats to business continuity when backup power from generators fail. Despite engagement with the City of Tshwane's Mayoral Office, load shedding exemption as the only veterinary hospital in South Africa has not been granted. A further complexity arises when challenges within adjacent properties impact the campus. For example, the Agricultural Research Council (ARC) owns significant amounts of land adjacent to the campus, some of which is unused, overgrown and unfenced. This affects campus safety and security, and efforts to address this are dependent on our neighbours' support. Similarly, current land claims against portions of ARC land create the potential to draw UP into conflict situations. With the limited economic activity in the area, opportunities to formalise a City Improvement District are limited. Thus, the campus has focused on securing its own well-being, such as using security patrols of the campus perimeter.

The Mamelodi Campus continues to play an integral role as an anchor institution through the Mamelodi Community of Learning Collaborative. The range of activities has been reported on previously. In particular, the Mamelodi Business Clinic which provides community training and incubates entrepreneurial activities, the Mamelodi Campus Animal Clinic, and various Early Childhood Development initiatives continued to operate successfully.

#### **2.4.4 Driving sustainability through our core functions**

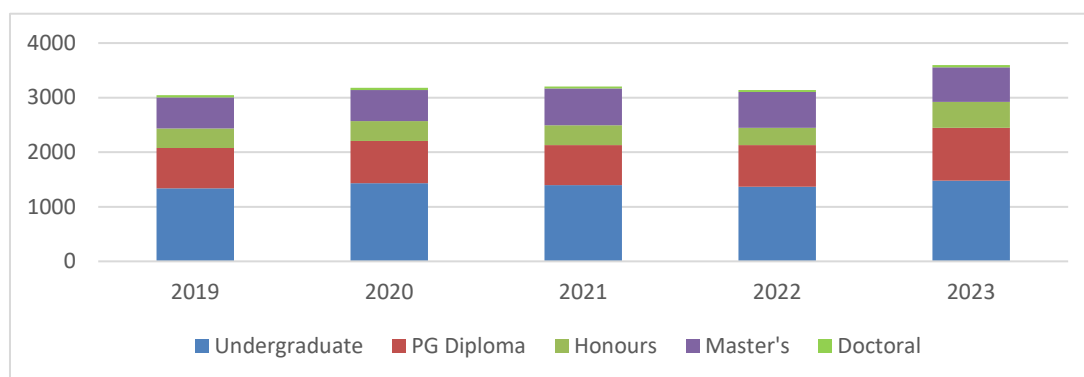
Our core functions of teaching, learning, research and engagement shift our sustainability actions and impacts to beyond the University's boundaries. This is through the graduates and citizens that we produce for a capable society, and the new knowledge we create for resilient futures.

This section focuses on teaching, learning, research and community engagement through a sustainability lens. Greater detail of the core functions can be found in the report of Senate to Council (Section 3).

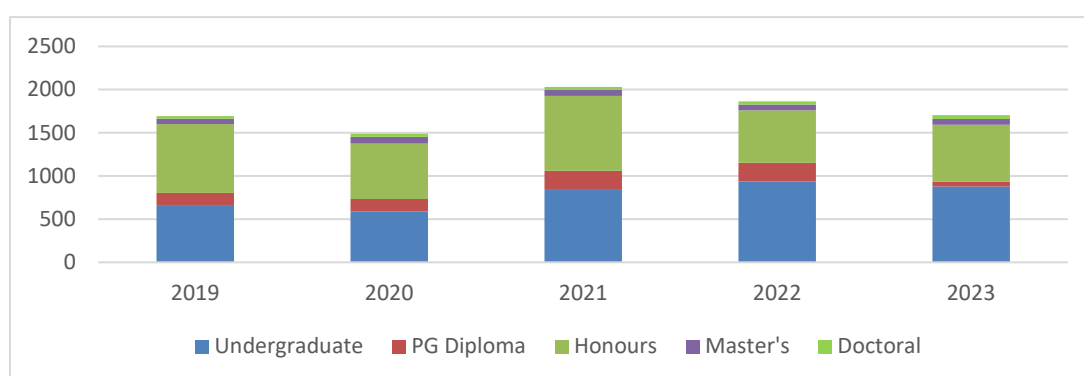
##### **2.4.4.1 Teaching and learning**

Quality education has an impact on individuals, the community and the broader society. For the individual, it is a proven vehicle to change the life prospects of people who can then uplift their communities. Broader societal development is contingent on having the requisite human capital to meet developmental needs. UP is well recognised for excellence in education, and is a significant contributor to self-actualisation and development at community, national and continental levels. Figures 2.8 - 2.11 show the University's skills outputs in various fields.

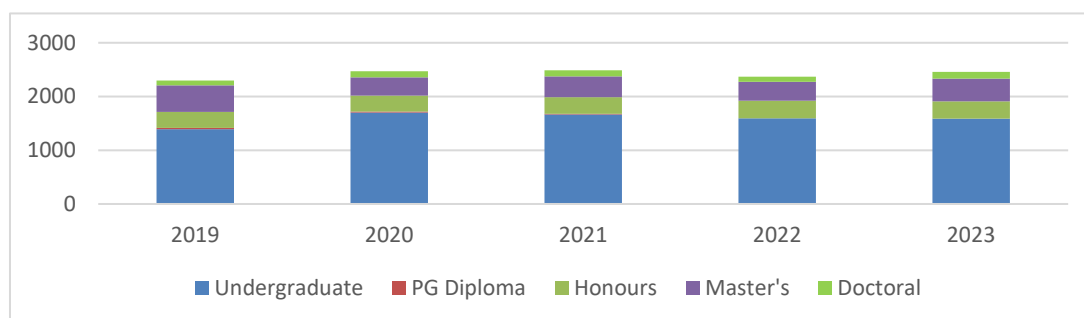
**Figure 2.8 Graduate output - Business/Management**



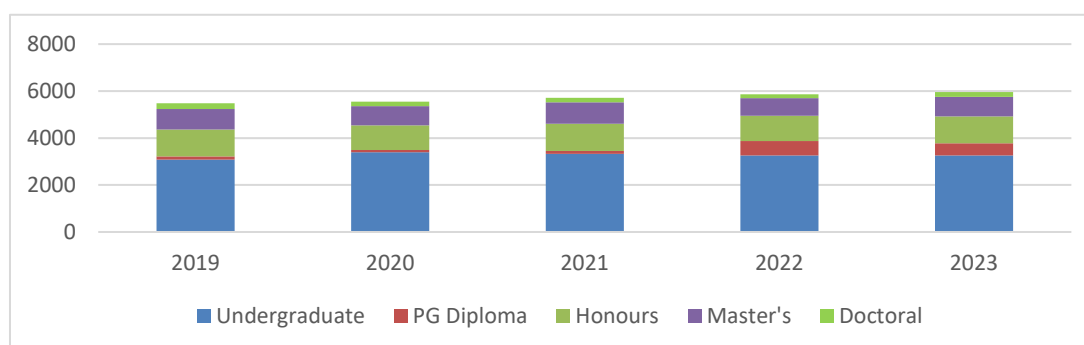
**Figure 2.9 Graduate output – Education**



**Figure 2.10 Graduate output - Other Humanities**



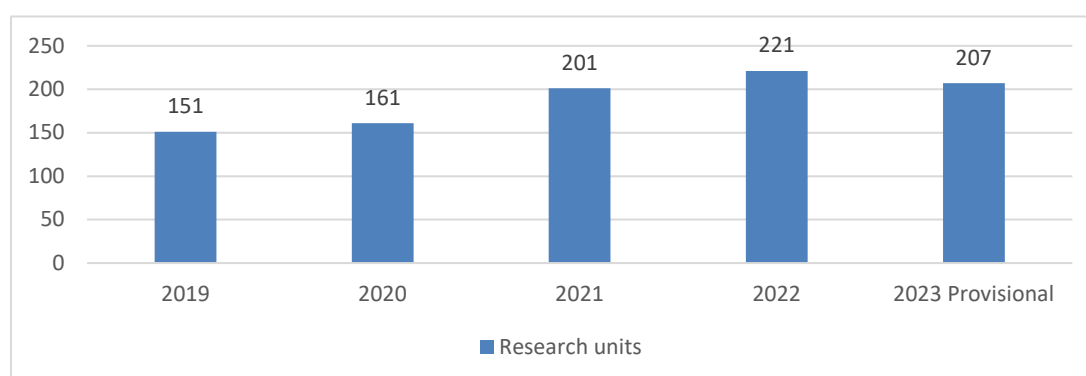
**Figure 2.11 Graduate output - Science, Engineering and Technology**



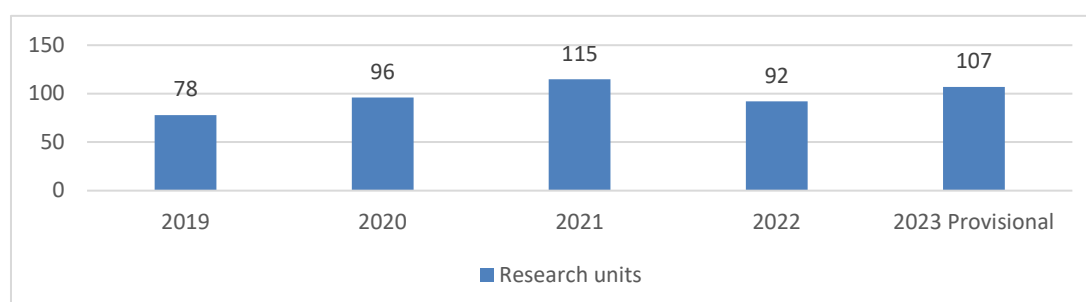
#### 2.4.4.2 Research

Our research spans fundamental research at monodisciplinary levels, through to transdisciplinary research to address complex challenges facing society. Within this spectrum, we recognise that transdisciplinary research is anchored in disciplinary excellence. In our quest to be a leading research-intensive university, we are continually working to increase research that is relevant to societal needs, and that drives societal development and change. To amplify our impact, we pursue collaborations with other universities within South Africa, across the African continent, and globally. Figures 2.12 - 2.15 show the research output units produced by the University in the various broad fields of study for the past five years.

*Figure 2.12 Annual research units - Business/Management*



*Figure 2.13 Annual research units – Education*



*Figure 2.14 Annual research units - Other Humanities*

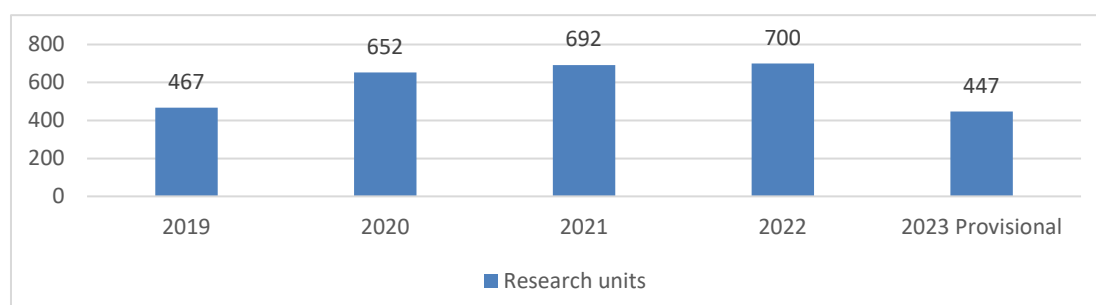
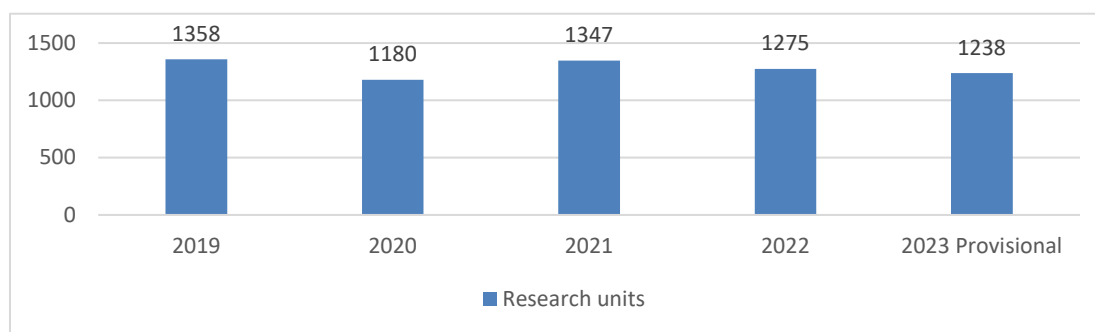


Figure 2.15 Annual research units - Science, Engineering and Technology



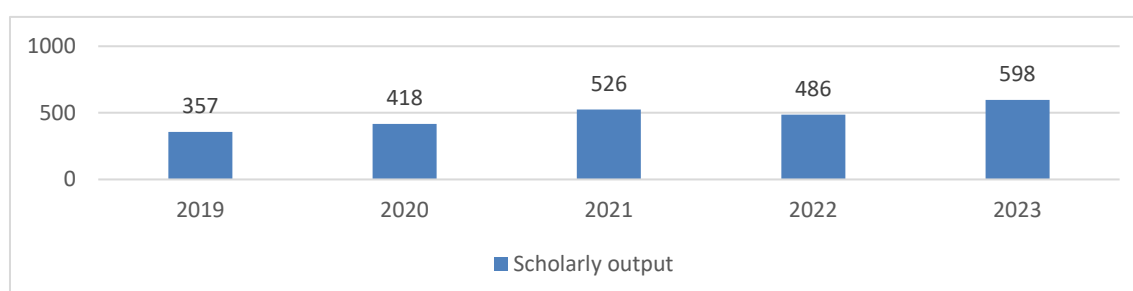
## 2.4.5 Our alignment to the SDGs

We have reported on our alignment with the SDGs over the past five years. This has included translating and making sense of the SDGs in our particular context. Our approach has been framed by a view that the SDGs centre on the human condition which we see through a wide-angle lens to address both our humanity and our meaningful existence. This is represented in a framework which covers the following: our basic humanity and being human; realising our full potential; improving our human existence; being mindful of our planetary boundaries; embracing our coexistence with all forms of life; and amplifying our impacts through partnership and collaboration.

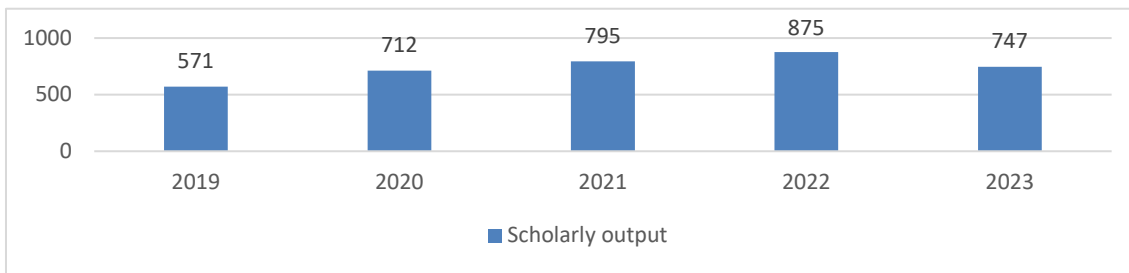


To demonstrate our broad contribution to the raft of SDGs, figures 2.16 – 2.20 below show our output of research units in these SDG clusters.

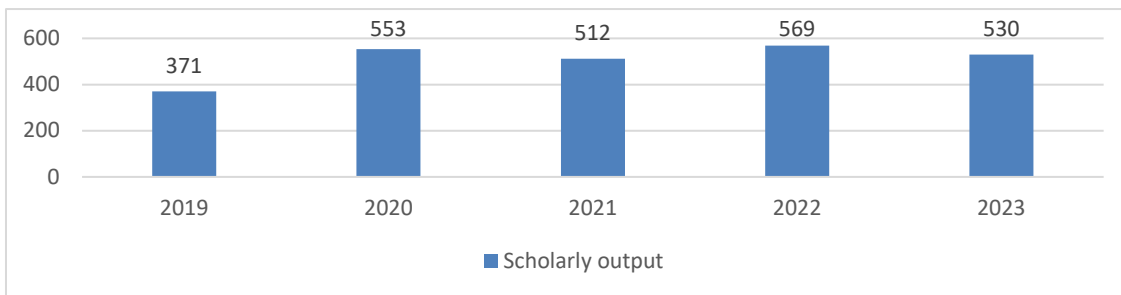
Figure 2.16 On being human: SDGs 1, 2, 5 and 10



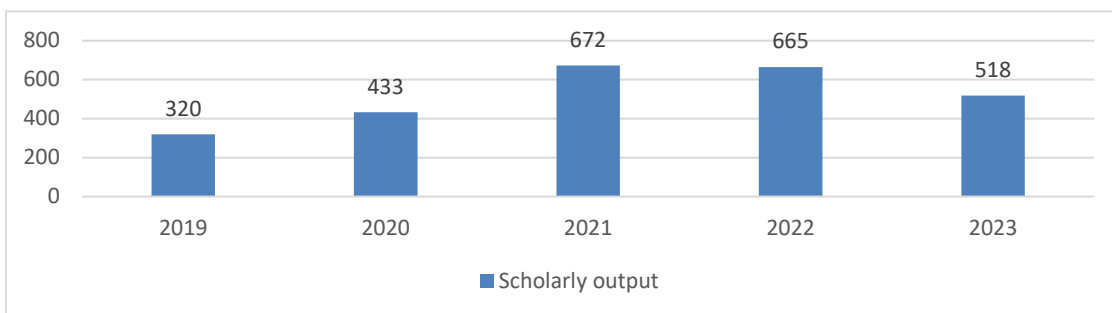
**Figure 2.17 Our human potential: SDGs 3 and 4**



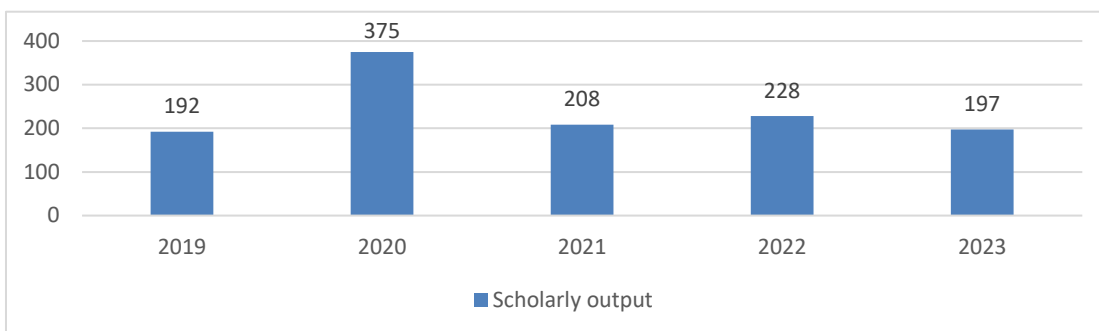
**Figure 2.18 Our human existence: SDGs 8, 9, 11 and 16**



**Figure 2.19 Our planetary boundaries: SDGs 6, 7, 12 and 13**



**Figure 2.20 Co-existing with all life forms: SDGs 14 and 15**



## 2.4.6 Conclusion

In conclusion, we continue to take our leadership role in sustainable development seriously. This is seen through how we conduct ourselves as an institutional citizen, and live our philosophy of achieving transformative societal impact through high-quality education and co-creation of knowledge. Sustainability continues to be embedded within the institution, and translated into



impacts that can be seen and felt at many different levels of complexity. This is essential to just and inclusive societal development.

Despite demonstrating progress, we recognise that more needs to be done. In the spirit of ongoing and iterative learning, we continue our relentless pursuit to contribute meaningfully to a better South Africa, African continent, and world.

## 2.5 Statement on Transformation

Transformation is integral to UP's core business and is driven by our commitment to inclusion, diversity, belonging, and equity across all departments and faculties. The University continues to prioritise transformation and remain intentional in achieving our goals as identified in the UP Transformation Plan.

The plan serves as a catalyst to provide a holistic and integrated transformation philosophy that pursues an institutional make-up characterised by diversity, inclusion, and fairness, with systems and a culture that creates the conditions for all to reach their full potential. It includes a transformation pathway that aims to improve institutional culture and strengthen our continuous efforts to address legacies while securing our future.

The transformation pathway is further guided by four dimensions that cut across all departments and faculties of the University, namely:

- Transformational leadership;
- Shaping a culture of engagement, collaboration and innovation;
- Driving transformation through organisational systems and core functions; and
- Strengthening transformation monitoring, evaluation and governance.

These dimensions are aligned with the University priorities as detailed in the University's 2022 - 2026 plan, which include, amongst others:

- Creating a thoroughly inclusive institution with a diverse student body, taught by a diverse, qualified academic staff cohort;
- Producing impactful, high-quality research that matters and that contributes to solving complex issues;
- Promoting a transdisciplinary approach to research and deploying knowledge for social, economic and environmental change;
- Eliminating gender-based violence, sexism, racism, homophobia, xenophobia and all kinds of discrimination and prejudice;
- Creating a University that is welcoming, enabling and future-oriented;
- Pursuing continuous curriculum reform, renewal and transformation;
- Achieving excellence and innovation in teaching and learning to achieve improved access and success rates; and
- Offering hybrid modes of teaching, learning and assessment, relevant to a 21st-century world where ubiquitous access to information is a prerequisite.

## 2.5.1 Student access, diversity and inclusivity

The UP student demographic profile has steadily changed over the past years (see Table 2.10). Where 59.2% of our contact students were black in 2019, this percentage increased to 66.3% in 2023. Of this, the majority, 61.2%, are women.

Table 2.10 UP contact student enrolment by race

Race	2019		2020		2021		2022		2023	
Group	Enrolled	% of total	Enrolled	% of total	Enrolled	% of total	Enrolled	% of total	Enrolled	% of total
<b>African</b>	24 430	49.92%	24 864	51.04%	26 658	52.73%	27 370	54.78%	27 383	56.20%
<b>Coloured</b>	1 485	3.03%	1 501	3.08%	1 571	3.11%	1 619	3.24%	1 590	3.26%
<b>Indian</b>	3 046	6.22%	3 143	6.45%	3 405	6.73%	3 333	6.67%	3 351	6.88%
<b>White</b>	19 964	40.79%	19 190	39.39%	18 908	37.40%	17 606	35.24%	16 385	33.63%
<b>Not specified</b>	18	0.04%	14	0.03%	17	0.03%	36	0.07%	14	0.03%
<b>Total</b>	<b>48 943</b>	<b>100%</b>	<b>48 712</b>	<b>100%</b>	<b>50 559</b>	<b>100%</b>	<b>49 964</b>	<b>100%</b>	<b>48 723</b>	<b>100%</b>

For many years, UP has provided funding support to enable access to higher education for financially disadvantaged students. The University's ability to enhance its assistance significantly was, to some extent, constrained by the financial challenges brought about by the general economic downturn. The University implemented a large portfolio of bursaries consisting of the University's funds, funds raised through donations, gifts, grants, and funding administered on behalf of third parties such as state departments, foundations and provincial governments. UP also has a strategic bursary fund to ensure that our diversity targets for undergraduate and postgraduate students are met (see Section 3.6 for details on student financial aid).

As explained in Section 3.6, no qualifying NSFAS students were required to make upfront payments (a first payment) when registering for the 2023 academic year.

The ever-increasing diversity of the student body in 2023 manifested in all areas. At least 72% of the more than 8 000 beds in University-owned residences were taken up by black students. Regarding student leadership, 150 of the 271 residence house committee members and 17 of the 19 members of the SRC were black.

## 2.5.2 Staff transformation

The University's 2021 – 2025 Employment Equity (EE) Plan is currently in the fourth year of implementation. As of December 2023, the University's overall performance was at 69.8% against a target of 68.6%. This represents an increase of 3.1 percentage points from the baseline of 66.7%. In the academic environment, the University achieved 35.1% against a target of 38.2%, which represents a negative variance of 3.1 percentage points. In the professional services environment, a positive variance was recorded with an achievement of 79.1% against a target of 79%.

2025 marks the end of the current EE plan, and the University needs to achieve the overall target of 71.8% by the end of that year. To expedite achievement of the 2025 target, the University is implementing strategies aimed at accelerating EE progress.

#### *New Generation of Academics Programme (nGAP)*

As of December 2023, the University had appointed 37 nGAP lecturers, an increase from 36 candidates in the previous year. By the end of 2022, 18 nGAP lecturers had completed their doctoral studies, marking an increase from 16 in 2021. All nGAP lecturers are from designated groups, with females making up 71.1% of the group.

#### *Programme for Academic Leadership (PAL)*

Since its inception in 2012, 109 candidates in senior academic roles have participated in the PAL programme. The programme is part of the University's commitment to academic leadership development. During 2023, there were 17 participants enrolled, with the following distribution: deans: 1, deputy deans: 3; heads of departments: 7; professors: 3; directors: 1 and senior lecturers: 2. The profile of the 17 participants per race and gender is broken down as follows: 7 females and 10 males of which 9 are white, 1 Indian and 7 African.

#### *Executive Coaching Programme*

The UP Executive Coaching Programme offers coaching to all newly appointed senior leaders, i.e. executives, deans and directors, and a selection of deputy deans (where it is indicated that the latter would benefit from immediate coaching). The aim of the programme is to maximise leadership potential. One executive (African female), one dean (white male), one director (African female) and one head of department (white female) participated in the programme in 2023.

#### *Management Development Programme*

The Management Development Programme aims to assist first-level managers and specialists to develop essential managerial skills and a mindset that enables them to establish vision, inspire others to adapt to change and take decisive actions. The programme requires candidates to attend 12 days of lectures in monthly block sessions over six months. Additionally, they are expected to submit assignments, collaborate in syndicate groups and write exams for each module.

During 2023, 20 participants enrolled on the programme and 19 successfully completed the programme, fostering growth and development of managerial skills within the University.

#### *Future Professors Programme (FPP)*

The DHET implemented the Future Professors Programme in 2021. This is a national, collaborative initiative aimed at developing the qualities of academic excellence and leadership in university scholarship in order to contribute to the development of a future South African professoriate. The DHET annually invites universities to nominate between four and five prospective fellows. Academic career development advice is provided to FPP fellows by a panel of A-rated scholars. The programme is tailored towards the individual's research and professional trajectory and the demands of their discipline. Two candidates participated in the programme in 2023.

### *Internships and learnerships*

The University was able to source funds from various SETAs to support the appointment of unemployed youth and provide them with skills development to enhance their employability. A total of 189 interns and ten learners with disabilities were appointed in 2023/24. This is the second cohort of learners with disabilities trained towards a Business Administration NQF level 5 certificate programme. This follows an appointment of 20 learners with disabilities appointed during 2022/23 for the same qualification.

#### **2.5.3 Students and staff with disabilities**

The University, through the Disability Unit (DU), continued to support students with disabilities. In 2023, support was provided to 598 registered students, marking an increase from 559 students in 2022. The students represented a diverse range of disabilities, faculties, races and genders. The largest group of students were those with neurodevelopmental/learning disabilities, followed by those with psycho-social and physical disabilities.

Global engagement was a key highlight in 2023. Simon Sikhosana had the honour of representing UP in the Erasmus programme at the University of Valladolid in Spain. Additionally, the DU played a pivotal role in enabling a Psychology master's student to participate in the Erasmus exchange programme. This student will carry the UP flag in Lithuania for six months commencing in January 2024.

#### **2.5.4 Student life**

In line with the University's vision for student life, student extramural and co-curricular programmes are strongly underpinned by transformation. Accordingly, the orientation and on-boarding programmes for new first-year students aim to achieve the institutional transformation goals of promoting inclusivity and social cohesion as well as a sense of belonging among our students, as key contributors to holistic student success. The First-Year Experience (FYX), a co-curricular project, has evolved since its pilot in 2022.

A number of transformational social and dignity projects were also rolled out to address issues of student hunger, sanitary towels for women, and housing for destitute students. The Student Nutrition and Progress Programme (SNAPP) efforts have been instrumental in supporting students from financially disadvantaged backgrounds and helping them meet their basic nutritional needs. This support is crucial in enabling these students to focus on their academic success.

The Department of Student Affairs and the Department of Residence Affairs and Accommodation continued to improve and expand the creative ways that had been developed since 2021 to proceed with sport, culture, leadership development, social life, community engagement, entrepreneurship training, mentoring and projects.

The Student Representative Council's (SRC) activities were consistently co-ordinated and supported by the Student Governance Unit. Building upon the successful implementation of e-voting over the last six years, the 2023 SRC elections witnessed a voter turnout of 24.22%. Out of 45 158 eligible voters, 10 939 participated in the election. This continued engagement demonstrates the effectiveness of the e-voting system.

The Student Governance Unit encountered some challenges concerning the UP SRC elections. Despite maintaining the integrity of the SRC election process, there were contentions regarding transgressions of candidates campaigning in the 2023 election. These issues resulted in the election outcomes raising concerns and tensions within the student body, posing a threat to our student leadership structures. To address these disputes, a decision was made to set aside the disputed results of the 2024 elective portfolio elections, while upholding the undisputed results of the ex officio portfolios elections on the SRC. Consequently, a Temporary Student Committee was established for the year 2024 to ensure continuity and stability in student governance amidst these challenges.

### **2.5.5 Policies and related initiatives**

The Anti-discrimination Policy supports the University's commitment to creating a culture of zero tolerance of discrimination in all its manifestations. This policy ensures our progress towards creating a safe and inclusive study and work environment for all its students and staff.

The University continued to conduct activities to create awareness around the various issues covered by the Policy. The curriculum transformation conversations and the institutional culture discussion provided an opportunity for students and staff to have their say on how they experience the University's transformation, specifically with regard to its institutional culture within the teaching and learning and research domains. The recommendations from the two initiatives informed various aspects of the 2023 - 2027 Transformation Plan.

The Transformation Office streamlined its anti-discrimination reporting tool. As such, most cases reported in 2023 were reported via the system. Ninety cases were lodged in 2023, with over 60 awareness interventions being implemented. The provision of the online module on sexual and gender-based violence (SGBV) and the first-year experience programme, which are both available on clickUP, allowed staff and students to empower themselves on SGBV in their own time. The University hosted its annual Anti-discrimination and Social Justice Week as part of raising awareness regarding all forms of discrimination, as defined in the Anti-discrimination Policy.

The University's Institutional Transformation Committee (ITC), an Executive sub-committee comprised of representatives from the University Executive, transformation committees within each faculty and professional service department, the various staff labour organisations and students, continued with its important work and identified priority focus areas for 2023. The ITC continued to work closely with the Transformation Office in designing, developing and implementing transformation initiatives across UP.

The focus for 2023 was, amongst others, on encouraging faculties and departments to host conversations that will foster engagement, social cohesion and cultural transformation as part of building an inclusive institutional culture. Another key transformation project to rename the staff magazine was conducted to promote an inclusive cultural environment. This exercise demonstrated the maturing levels of our staff on how they perceive and understand transformation, with the majority of participants choosing to keep the name of the magazine even though it has Afrikaans origins emanating from the old Tuks regime.

In 2023, the University successfully concluded a number of staff-related policies, including the Disciplinary Code, Grievance Procedure and the Alternative Dispute Resolution Guidelines as part of the Policy Development and Review Programme initiated in 2021. The Employee Wellness Policy, Onboarding Policy, Internship and Learnership Policy, and the Remote and Alternative Work Policy were also introduced as new policies. The policies were written using gender-neutral language to advance inclusivity and diversity. In addition, videos were developed in different languages to enhance the understanding of the policies by the University community and support their successful implementation.

Overall, UP has made significant progress towards realising the goals of transformation. UP remains committed to fostering a diverse community of outstanding academic and support staff and students and, to this end, continues to raise awareness about diversity and inclusivity. Not only has the University created appropriate structures to support it in realising its transformation objectives, but it has also resourced those structures to empower them to manage the change process.

## **2.6 Statement on Conflict Management**

The University, through the Department of Human Resources, works tirelessly to ensure healthy and harmonious employment relationships among the employees and between management and employees. Bilateral meetings were held continuously between the management of academic and professional service departments and the unions representing their members to ensure that issues were resolved before they escalated to actual conflict.

The grievance process, which is governed by the revised Grievance Procedure approved by the Human Resources Committee of Council (HRCC) on 23 May 2023, contributed towards ensuring that individual dissatisfactions and complaints are addressed before they escalate into disputes. The process resulted in fewer dispute referrals to the Commission for Conciliation, Mediation and Arbitration (CCMA) and an improved success rate of referred disputes. In certain instances, mediation was used to resolve grievances amicably and to foster and preserve harmonious relationships. A number of human resources organisational development interventions were also rendered on a need basis to facilitate conflict management. While these interventions are crucial in the identification of the root causes of conflict in the workplace and the identification of further solutions for a resilient workplace, they come at a significant cost as they are procured from external service providers in the absence of a fully established organisational development function within the Department of Human Resources.

The University of Pretoria Bargaining Forum (UPBF) played a vital role in ensuring that matters of mutual interest, including salary negotiations, are negotiated successfully.

The Legal Services Division in the Office of the Registrar is responsible for student discipline and other formal processes regarding students. It also oversees the enforcement of the Anti-discrimination Policy amongst students.

Successful student governance elections in 2022 contributed to sustained campus stability in 2023. It was possible to commence and conclude the academic year without any delays to, or disruption of, the orientation week, graduations, examinations, elections or student life activities.

The Bill of Student Rights, as captured in the UP Constitution for Student Governance, binds all students and student governance structures and stipulates the mechanisms for dispute and conflict resolution between students and student structures. The Constitution also provides for a Constitutional Tribunal that has the authority to adjudicate disputes arising from the Constitution, decisions or functioning of various recognised student structures, as well as any breach of the Code of Conduct for student governance structures.

The training for Residences Sub-Council members provides for effective conflict and multi-party resolution mechanisms in all residences. House committees play a prominent role in ensuring harmony and social cohesion in residences.

## **2.7 Statement on Worker and Student Participation**

### **2.7.1 Staff**

At the centre of the University's success is the active involvement and participation of staff members in the people matters of the University. This is evidenced in the participation of employees in various committees, which enhances transparency regarding human resources processes and practices impacting on employees. This involvement includes participation in University structures, including committees responsible for policy formulation, recruitment, skills development, employment equity and benefits management, as detailed in the University's policies and terms of reference for the respective committees. To this end, the University has managed the facilitation of an inclusive workplace, which encourages differences of opinion to be aired and resolved, without escalating into unnecessary conflicts, while improving communication across the University. Employees are consistently engaged with to enhance greater awareness and buy-in into organisational processes such as policy reviews. In 2022, the University started to make key human resources policies available on videos in two languages, namely, English and Sepedi. This was part of a measure to ensure accessibility and understanding of Human Resources policies in the context of the diversity of the University workplace.

The University engaged continuously with various staff stakeholder groups to better understand their experiences and how UP could create an enabling environment for them to thrive and advance their career aspirations. The University engaged with employees through their unions and the UPBF. The Vice-Chancellor and Principal and the Chief Operating Officer, who is responsible for the human resources portfolio, held meetings with employees where various issues were discussed and resolved. Issues that could not be resolved were escalated to various structures with powers to resolve them, inter alia, the Executive Committee, the HRCC and the CCMA.

Furthermore, employees were involved in the Job Architecture Project which commenced in 2022. This project aims to address outdated job descriptions within the professional services environment. Similarly, job evaluations for identified positions were conducted to ensure the correct job levels. The project has five phases and the first two were concluded in 2023. Continuous feedback was given to employees through their unions at every step of the process.

### 2.7.2 Students

The University has a number of well-established platforms for consultation and engagement with students on all matters inside and outside the classroom environment. Primary among these is the Student Representative Council (SRC) and its substructures. The term of office of the SRC is from 1 January to 31 December.

In addition to the SRC, there are the Constitutional Tribunal, the Residence Sub-Council, residence house committees, nine faculty houses, four day houses, and 110 registered organisations, clubs and societies. A well-established class representative system is in place to ensure continuous engagement with students regarding all academic matters. These structures, as well as formal communication and escalation protocols for academic and non-academic complaints, provide students with the opportunity to raise their concerns with various levels of University management.

The University has a standing practice of regular meetings of the Vice-Chancellor and Principal and/or the Vice-Principal: Student Life with the SRC. During the course of 2023 the following salient issues pertaining to the broader student body were discussed:

- Challenges facing NSFAS students, particularly with regard to the cap on accommodation allowances for 2023 and direct payment of NSFAS allowances to students;
- Complaints about accredited private accommodation;
- Extension of the registration period; and
- Challenges in the student governance elections of 2023, including external interference and the transgression of University rules.

Students were able to make full use of their representation on the statutory and operational structures of the University, including the University Council, Senate and sub-committees of Senate, the Institutional Forum, the Institutional Transformation Committee, campus radio advisory board and Workplace Safety Committee. In July 2023, the SRC hosted a two-day joint meeting of university SRCs to discuss matters of sectoral significance.

As indicated in paragraph 2.5.4 above, despite a voter turnout of 24.22% and maintaining the integrity of the SRC election processes in 2023, contentions regarding some candidates transgressing the campaigning rules meant that it was not possible to finalise and constitute a Student Representative Council for 2024. As a consequence, and in an effort to overcome tensions in the student body and threats to student leadership structures, the University Council decided to appoint a Temporary Student Committee (TSC) to assume responsibility for student governance at the beginning of the new academic year until the full election of a new Student Representative Council.

## 2.8 Statement on Code of Ethics

UP is both an ethical institution and workplace. The employer-employee relationship is supported by a set of policies and the Code of Conduct for employees, which sets the required ethical behaviour and professional conduct standards as expected by the University. Each new employee signs acknowledgement and acceptance of these conditions and line management has the responsibility to ensure compliance with the policies and the Code of Conduct.



The University's grievance procedure empowers employees to formally raise any concerns about behaviour, conduct or practices, that may compromise the Code of Conduct. Similarly, the Disciplinary Code and Procedure ensures that there are clear standards in place for dealing with any violation of the Code of Conduct.

While formal instruments are in place to support the upholding of the Code of Conduct, the University's Alternative Dispute Resolution (ADR) mechanism that was introduced in 2014, continues to gain popularity as a non-punitive, mutually beneficial process of ensuring acquaintance with and shared responsibility for acceptable ethical behaviour and professional conduct in the workplace.

The University has research and intellectual property policies and regulations that govern ethical and responsible conduct in research involving humans, animals and the environment and in developing, conserving, and transferring such knowledge. All researchers, including students and research fellows, must comply with the policies and procedures which are aligned with best practices and national and international regulations. The University's Code of Ethics for Scholarly Activity governs the ethical practice of research and innovation, and underscores the prominence given to research and human capital development at the University. The Code is intended to inspire UP scholars to pursue an ethos that promotes ethical responsibility in the quest for knowledge that involves humans, animals and the environment as subjects of research, and in the development, conservation and transfer of such knowledge.

The Vice-Principal for Research, Innovation and Postgraduate Education chairs the Senate Committee for Research Ethics and Integrity, composed of the chairpersons of the nine faculty ethics committees, GIBS, and the institution-wide Animal Ethics Committee. The Directors of the Departments of Enrolment and Student Administration and Research and Innovation also attend the committee meetings by standing invitation. The Senate Committee for Research Ethics and Integrity is responsible for the continuous evaluation and improvement of policy measures of the University in line with statutory requirements and best practices for research ethics and integrity. All the Faculty Research Committees report to the Senate Committee for Research Ethics and Integrity at its biannual meetings.

Each faculty research committee has procedures for review and ethics approval for research activities and projects, allowing for discipline-specific approaches. The Research Ethics Committee of the Faculty of Health Sciences complies with the guidelines of the National Health Research Ethics Council of South Africa, the Federal Wide Assurance (FWA) for the Protection of Human Subjects, and the US Department of Health and Human Sciences (HHS). The Faculty of Health Sciences Research Ethics Committee also assists other faculties in reviewing research projects involving human participants. The UP online ethics approval system supports efficient administration and approval of applications. The Animal Ethics Committee, managed by the Faculty of Veterinary Science, follows the South African Veterinary Council (SAVC) guidelines.

### **3. REPORT OF SENATE TO COUNCIL**

Senate is accountable to Council for academic, research and community engagement matters, and as such, submits biannual executive summaries to Council on matters considered at the Senate meetings. The summaries are augmented by the full agendas and minutes of the Senate meetings, which are available to Council members upon request from the Office of the Registrar. The ordinary

meetings of Senate in 2023 were held on 18 May 2023, 6 July 2023 and 5 October 2023. Special Senate meetings were held on 28 February 2023 and 14 June 2023.

In terms of the Statute, the Senate shall establish a number of committees to enable the Senate to execute its functions. The composition, powers and functions of the Senate Executive are set out in the Statute. All other Senate committees have approved terms of reference and function in accordance with these terms of reference and subsequent scope of authority as delegated to them by the Senate.

In addition to the Senate Executive, the following Senate committees are operational:

- Senate Central Admissions Committee;
- Senate Committee for Research Ethics and Integrity;
- Senate Committee for Teaching and Learning;
- Senate Committee for Research and Postgraduate Education;
- Senate Committee for Student Admission Status;
- Senate Selection Committee for Honorary Degrees;
- Senate Committee for Internationalisation and Global Engagement;
- Senate Review Committee on Readmissions;
- Senate Committee for Student Life;
- Senate Timetable Committee;
- Academic Planning Committee; and
- Senate Inaugural Lectures Academic Review Committee.

The minutes of meetings of the various Senate committees or reports on the activities of the committees are tabled at Senate for noting.

Attendance at Senate and Senate committee meetings was very good. The agendas, minutes and attendance registers of 2023 Senate and Senate committee meetings are available to the Department of Higher Education and Training (DHET), upon request, from the Office of the Registrar.

### **3.1 Composition of Senate**

The composition of the Senate, the appointment or election of members, the filling of vacancies and the responsibilities and duties of members are as prescribed by the Statute of the University.

In accordance with the provisions of the Statute (2022), as contained in paragraph 25, Senate was constituted as follows:

- (a) Ex officio members of the Senate, namely the –
  - (i) Chairperson of Council;
  - (ii) Deputy Chairperson of the Council;
  - (iii) Principal;
  - (iv) Vice-Principals;
  - (v) Executive Directors;
  - (vi) Deans and Deputy Deans;

- (vii) Heads of academic departments;
  - (viii) Registrar;
  - (ix) Chief Operating Officer;
  - (x) Chairpersons of schools;
  - (xi) Chairperson of the Institutional Forum; and
  - (xii) Directors of Centres and Institutes appointed by the Principal on the basis of a motivated recommendation from the relevant Faculty Dean.
- (b) Members who are nominated or elected, namely –
- (i) one full professor from each faculty of the University, duly elected by the relevant faculty board;
  - (ii) four student members nominated by the SRC;
  - (iii) two employees, who are not already members of the Senate, elected from the ranks of the permanent academic employees; and
  - (iv) two employees, who are not already members of the Senate, elected from the ranks of the permanent professional services employees.
- (c) The Directors of professional service departments, and any other person invited by the Chairperson, may attend the meetings of Senate by invitation.

Incidental vacancies in the category of members who are nominated or elected are to be filled as set out in subparagraph 25(1)(b) of the Statute for the remainder of the previous incumbent's term of office.

## 3.2 Developments in Terms of Academic Programmes and Policy

### 3.2.1 Academic programmes

Faculties submitted a number of academic matters to Senate for consideration. These matters included, among others, the revision of the structure (curricula) of programmes, the revision, discontinuation and introduction of modules in both undergraduate and postgraduate programmes, amendments to the admission, selection and assessment regulations, and the introduction of new options for existing programmes, as well the introduction of new or discontinuation of programmes. In general, the changes to programmes aimed to align such programmes with industry or professional body requirements, the Higher Education Qualifications Sub-Framework (HEQSF) requirements, or to ensure that changes are effected in a way that will maintain a programme's HEQSF-aligned status, or to improve outcomes, throughput and articulation. In considering these matters, Senate ensures the alignment of the academic offering with the UP Strategic Plan. In the main, the changes reflect the University's response to the growing needs, demands and contexts on a national and global level through the introduction of a number of online offerings, its continued strategic focus on postgraduate studies and growing its international student cohort, as well as the optimisation of its overall academic offering. Below is a summary of some of the main developments considered and approved by Senate in 2023:

- The introduction and/or discontinuation of a number of modules in various undergraduate and postgraduate programmes;
- The introduction and/or deactivation of a number of undergraduate and postgraduate programmes;
- The revision of the structure (curricula) of a number of undergraduate and postgraduate programmes, which, among others, included the introduction or discontinuation of modules, changing or updating the content of modules, changing the prerequisites or admission requirements for modules, changing the structure and composition of curricula, changing module and/or programme names, changing the contact time and credits of modules or programmes, changing the study duration of programmes, and changing progression requirements;
- Matters related to the University's Programme and Qualification Mix (PQM) data verification project, which was undertaken in close cooperation with the Department of Higher Education and Training, SAQA and the Council on Higher Education; and
- Introduction of a number of online programmes, amongst others, a PGDip in Election Management and a PGDip in Veterinary Science in Animal Welfare.

In addition to curricula-specific changes to degree offerings, the following noteworthy changes to offerings in various faculties were approved by Senate:

- The introduction of an additional field of study for the MMed degree programme, namely Occupational Medicine, to address the shortage of specialists in occupational medicine and in response to a request from the Department of Health for universities to increase the training of occupational medicine specialists;
- Changes to the titles of five degree programmes in the Department of Construction Management in line with their scientific content and to align them with similar programmes presented at other universities;
- The introduction of a new four-year BCom Extended Programme (Financial Sciences);
- The introduction of a new option under the MSc (Veterinary Science) degree programme, titled Wildlife Health, Ecology and Management, to address the need for interdisciplinary and cross-disciplinary training in wildlife management, ecology and health, in particular in South Africa, where the wildlife sector plays a significant role in the economy;
- The creation of a new option under the MSc (Veterinary Science) degree programme called Veterinary Epidemiology, which is designed to meet the increasing demand for postgraduate training in veterinary epidemiology;
- The introduction of a new four-year programme called the Bachelor of Biokinetics due to accreditation requirements from the Health Professions Council of South Africa;
- The introduction of an MSc (Community Oriented Primary Care) degree programme to equip students and healthcare professionals with academic research skills and the ability to implement coordinated healthcare using a community oriented primary care approach; and
- The introduction of options for each of the sub-speciality certificates of the Colleges of Medicine of South Africa under the MPhil (Medicine) degree.

### 3.2.2 Other matters approved by Senate

The following matters were submitted by the various faculties and Senate Committees to Senate for approval:

- The conferment of Emeritus Professor status on academics as submitted to Senate by the various faculties;
- The revised Research Policy and Research Compliance Regulation;
- Changes to the terms of reference of the Senate Inaugural Lectures: Academic Review Committee, the Senate Central Admissions Committee, the Senate Committee for Teaching and Learning, and the Timetable Committee;
- Amendments to the Constitution of the Centre for Human Rights;
- The establishment of the Centre for the Advancement of Sustainable Higher Education Futures (CASHEF), the Africa Centre for Tobacco Industry Monitoring and Policy Research (ATIM), the Centre for Emerging Arbo and Respiratory Viruses (CEARV), the Brain Tumor and Translational Neurosciences Centre, the Nuclear Medicine Research Institute (NuMeRI), the Maarif Centre for Turkish Studies (MCTS), and the Centre for Environmental Justice in Africa;
- The Institutional Admission Policy for 2024 and the General Academic Regulations and Student Rules for 2024;
- The Minimum Criteria for Appointment and Promotion in faculties;
- The academic calendar for 2024;
- Arrangements on examination and test scheduling for the 2025 academic year, designed to address safety concerns associated with assessment finishing times;
- Amendments to the Faculty Regulations of EBIT and GIBS relating to incidents of minor misconduct;
- The terms of reference of the School of Engineering Programme Committee in EBIT;
- Changing the name of the Unit for Insurance Law and Governance to the Unit for Applied Financial Law, to reposition the Unit as a multidisciplinary hub for financial and governance law;
- A number of amendments to the Constitution of the Future Africa Platform, which was originally established as the Future Africa Institute. The need for the revision of the constitution arose due to changes in the platform's mission, governance structures and recognition as a platform rather than an institute; and
- A number of changes to faculty undergraduate and postgraduate admission regulations for 2024 and 2025.

In addition to the above, Senate noted the following important matters:

- A UP Generative AI Guide for lecturers and students, which was developed given the challenges and dangers posed by generative artificial intelligence if not used responsibly;
- The incorporation of the Pre-University Academy (PUA) as an entity into the Faculty of Education, given the academic nature of the PUA and the need to recognise PUA staff as academic staff;
- The upgrading of a number of master's degrees to doctoral studies;

- Revised Standard Operating Procedures for granting students a Leave of Absence (LoA) to clarify and amend the process for granting such leave and to recognise increasing demand for LoA amongst undergraduate and postgraduate students, as well as to make provision for two closing dates for LoA applications; and
- Standard Operating Procedures for Accreditations by the Health Professions Council of South Africa (HPCSA), to address the urgent need for improving the quality and timely submission of reports to the HPCSA and to guide staff members through the process.

The fourth Senate Conference was held on 16 and 17 February 2023 at Future Africa, with the theme: "Turning the Tide: Reimagining Curriculum Transformation at UP". The Curriculum Transformation Work Stream began in 2016 and concluded in 2017 when the Senate approved the "Reimagining curricula for a just university in a vibrant democracy" framework. This framework emphasised four key drivers of curriculum transformation: responsiveness to the social context, epistemological diversity, renewal of pedagogy and classroom practices, and an institutional culture of openness and critical reflection. In 2021, the curriculum transformation project was relaunched/reviewed. Curriculum transformation is an ongoing aspect of the academic project, crucial for achieving transformation, access and success in a dynamic higher education landscape.

The discussions held during the Conference on curriculum transformation at UP resulted in several key points that should guide future engagement and action:

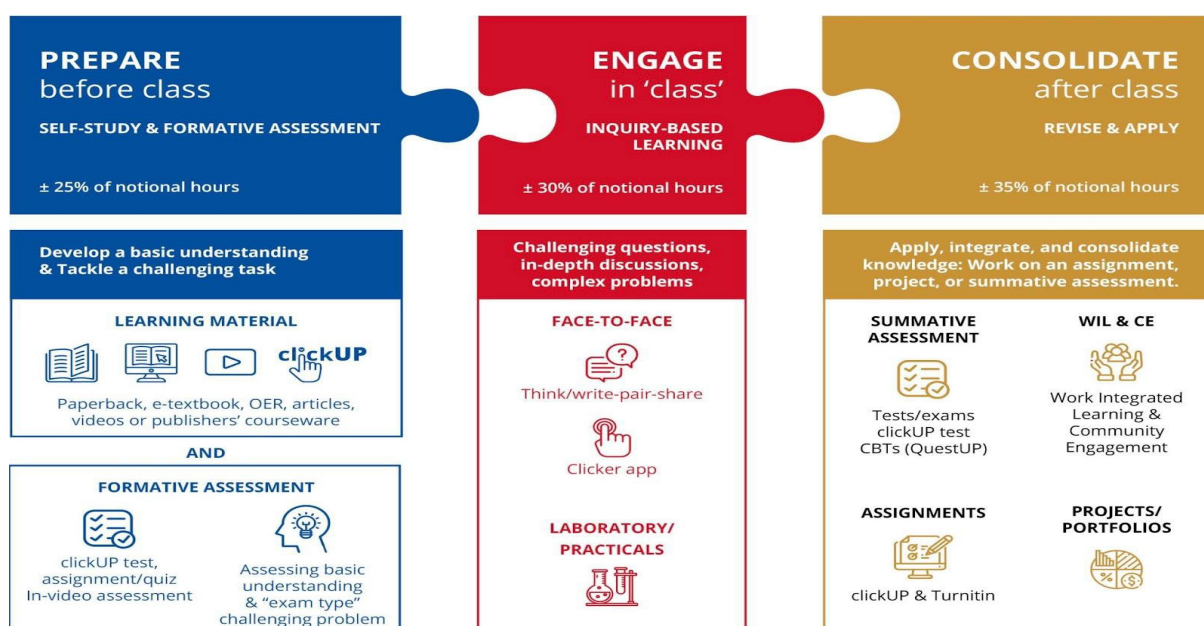
- There is an urgent need for more substantive curriculum transformation at UP to embrace change. Transformation should be a collective effort with an accelerated pace, and resources must be allocated at institutional level;
- The findings of the Institutional Culture Survey should inform curriculum transformation, as they are interconnected. The "hidden curriculum" was a central theme of the Conference;
- Curriculum transformation should extend beyond the University and start at the foundation phase in the education system;
- A transformed curriculum plays a vital role in fulfilling the University's vision of making a positive impact on communities and society;
- All disciplines, including science, require curriculum transformation, considering the subjectivity of scientific practices;
- Curriculum transformation should have a historic perspective, incorporating knowledge from diverse sources and challenging traditional knowledge organisation;
- The use of new technologies can support curriculum transformation but does not constitute it in and of itself;
- Critical reflection is essential for successful curriculum transformation, involving reflection on teaching practices, personal beliefs, and institutional history;
- Students should play a central role in curriculum transformation, with the curriculum aligning with their real-world experiences and involving co-creation with academics and other stakeholders;
- Language is a crucial consideration, with a focus on integrating multilingualism into the curriculum and the campus environment; and
- Strengthening networks and creating spaces for sharing experiences and discussions around curriculum transformation is essential for progress.

### 3.3 Teaching and Learning

The University's hybrid teaching and learning model encourages students to prepare independently for each class and engage and critically discuss issues in class. This teaching and learning model is inclusive, as it seeks to address the needs of all students. Active learning is promoted by using clickers to ensure that all students participated in class sessions, and by requiring all students to complete a weekly low-risk assessment. Preparation before class equalises students' readiness for class and enables all students to participate actively in class.

The University's flipped-learning methodology, which has three phases, is shown in Figure 3.1.

Figure 3.1 The University's flipped-learning methodology



The University's hybrid teaching and learning model gives students the best of both worlds - online and contact - and will allow them to succeed at university and in life beyond university. In addition, this model will prepare a new generation of students to flourish in the world of work because it encourages students to take control of their learning, apply skills, solve complex problems, and, in the process, develop digital fluency.

In 2023, we embarked on a journey to implement the first phase of clickUP Ultra for a select number of courses during the second semester. The latest version of Blackboard Learn, Blackboard Ultra, offers a modern and user-friendly interface for an enhanced educational experience. Blackboard Ultra is an innovative learning management system that streamlines course delivery, collaboration, and engagement. The new clickUP Ultra aligns with contemporary universal design principles, and its pedagogical philosophy provides a consistent new course layout. It features simplified navigation, a mobile-friendly experience, and intuitive workflows. Simultaneously, it facilitates data-driven learning analytics to keep students engaged and on track for success. It incorporates new tools and features such as streamlined grading, a new grade book, and seamless integration with third-party tools.

### *Prepare before class*

Quality instruction requires students to come to class prepared, as this enables new teaching to build actively on existing knowledge. Students can prepare for a class using traditional textbooks, e-textbooks, PDF and MS Word files, videos, or publishers' learning systems. Formative assessment before class enables students to monitor their progress and assists lecturers in understanding where students are in their understanding and designing instruction accordingly. Formative assessments could help lecturers and their students monitor their understanding and help students learn to take control of their learning, thus preparing them for lifelong learning. Technology enables us to assess student preparedness in many powerful ways, e.g., online tests and in-video assessments. Students' preparedness for lectures can be determined or assessed in various ways. Students can complete a Blackboard assessment before class. Lecturers can also embed interactive quizzes into videos using H5P software and track students' results in the Blackboard Grade Center. These features are directly available on Blackboard (clickUP).

### *Engage in class*

Although the new generation of students seeks information independently and on demand, they want human interaction and opportunities to discuss their views and concerns. Inquiry-based learning enables students to think, communicate and justify their ideas. The information gathered from activities before class can, and should be, used to formulate a few challenging questions/assignments that could lead to in-depth discussion. Research shows that inquiry-based learning motivates students, stimulates critical thinking, and creates opportunities to develop a deeper understanding of concepts. Interaction in face-to-face lectures can be achieved in various ways. Using a student response system (Clicker app) to capture responses provides lecturers with data about class attendance, engagement, and student understanding (formative assessment). The system's feedback also provides instant feedback to students about their understanding in an anonymous and non-threatening manner.

### *Consolidate after class*

Creating opportunities for students to reflect, integrate, and restructure their knowledge after class is critical. This could include the opportunity to prepare for a summative assessment, work on an assignment, watch a class recording and reflect on it, draw a concept map, make a summary, work on a project, apply knowledge to solve an integrated complex problem or watch the recording of the lecture again. Various tools and approaches can be used for assessment. Technology-enhanced and/or online assessment is just one of many possibilities, e.g., Blackboard LMS assignments, Turnitin assignments, and Cirrus Computer-Based tests. The University also uses Gradescope to help lecturers administer and use AI to grade assessments. Gradescope allows instructors to automatically group similar answers and grade all the answers in each group simultaneously. Proctorio integrates with the Blackboard (LMS) and Cirrus tests and uses advanced machine learning and facial detection technology to deliver accurate, reliable exam proctoring.

Laboratory work and practicals support learning by allowing students to experiment practically, discover essential concepts, and help develop teamwork skills. They are essential for learning in scientific fields. Practical work also introduces students to discipline-related work safety precautions and rules. An essential part of the University's consolidation process is curricular-related work-



integrated learning (WIL) and community engagement (CE) fieldwork. The University understands WIL to be a method of learning that integrates theory with practices from the work environment within a purposefully designed curriculum.

WIL is a compulsory and essential component of some professional qualifications offered at UP. It plays a fundamental role in contributing to the competencies that graduates must develop to enter the work environment. Project-based learning is another form of inquiry-based learning where students work together on a complicated interdisciplinary problem, inside or outside the classroom, over a more extended period, and in diverse groups. Given its unique knowledge and skills base, UP is in an ideal position to apply that expertise to solving problems identified by communities. Most of the community engagement at the University is curricular - that is, students earn credits towards their degrees while applying their knowledge in the service of the community. These community engagement opportunities provide an in-depth learning experience for students while specifically benefitting the communities in which they work. Such opportunities foster the development of skills for managing relationships, problem-solving, and civic responsibility, offering a competitive edge for students entering the world of work.

### **3.3.1 Curricular community engagement**

The University's Policy on Curricular Community Engagement (CCE) establishes a formal commitment to integrate community engagement across teaching and learning, research, and extra-curricular activities. In 2023, UP saw extensive participation across faculties in compulsory CCE activities, with 24 357 students across 233 modules. The engagement involved all nine faculties at UP, featuring a wide array of engagement locations including early childhood development centres, animal shelters, schools, clinics, farms and nature reserves. It highlights the University's commitment to practical learning and societal contribution.

This initiative, aimed at fostering societal development and student enrichment, underscores UP's role in societal advancement through knowledge co-creation and civic responsibility. It mandates a collaborative, quality-focused approach across all faculties and departments, leveraging mutual benefits and sustainability with community partners. The framework champions a shared understanding and institutional commitment to CCE, highlighting the importance of resource allocation, capacity building, and continuous improvement to ensure the effectiveness and sustainability of CCE. Key enablers include a shared understanding of CCE, commitment at all institutional levels, sufficient resources, and ongoing awareness and capacity development for staff, students, and community partners. Effective implementation involves embedding CCE philosophy, capacity building, stakeholder analysis, collaboration, action implementation, and continuous monitoring, evaluation and improvement to ensure sustainability.

### **3.3.2 Global online teaching and learning at UP**

International collaboration on teaching and learning initiatives of various scopes and forms has been part of UP's offerings for many years. This has led to a community of practice (COP) for academics involved in global online teaching and learning. This first-of-its-kind community at UP meets twice yearly to learn from one another and share resources online. The 36 currently reported projects include 49 UP lecturers and 91 international lecturers from 30 countries. The Faculty of Education collaborates with institutions such as Griffith University (Australia), the University of Hamburg (Germany), and the University of Addis Ababa (Ethiopia) to facilitate online modules, research

methods in educational psychology coursework, and international psychology programmes. The Faculty of Health Sciences collaborates with universities in Belgium, Sweden, Kuwait, France, and Croatia for international discussions in occupational therapy and research supervision support. The Faculty of Economic and Management Sciences collaborates with institutions in the USA, Austria, and Nigeria to develop an international marketing plan and teach experimental design in public administration.

The Faculty of Engineering, Built Environment, and Information Technology collaborates with Newcastle University (United Kingdom), BA ISAGO University (Botswana), the Federal Polytechnic (Nasarawa State, Nigeria), and FH Kufstein Tirol University (Austria) for NUMBAS (an online assessment system designed for mathematical subjects) support and research supervision support. The Faculty of Natural and Agricultural Sciences collaborates with the University of Ghent (Belgium), the University of Leeds (United Kingdom), and the Food, Agriculture and Natural Resources Policy Analysis Network (FANRPAN) for the International Master's in Rural Development and research skills in nutrition-sensitive food systems. The Faculty of Theology and Religion collaborates with universities in Austria, Australia, the Netherlands, and Germany for various lectures on biblical themes and texts. Lastly, the Mamelodi Campus collaborates with institutions in Hong Kong, the USA, Iraq, Morocco, and India for coding, career guidance, cultural exchange, and storytelling projects.

### **3.3.3 Transdisciplinarity in teaching and learning**

In 2023, the transdisciplinary task team was pivotal in advancing the integration of transdisciplinary teaching and research within the university. The team conducted a comprehensive survey to assess the current state and perspectives on transdisciplinary activities. This initiative marks a significant step towards fostering a collaborative and interdisciplinary academic environment, shedding light on the collective insights and aspirations of the University's academic community regarding transdisciplinary endeavours.

### **3.3.4 Differential student success**

The University has been implementing an institution-wide project to reduce and eliminate differences in student success rates based on race, gender, class, language, school quintile, and other differences in the student population. The goal of the project is to identify barriers in learning and teaching, as well as student life in general, that impede student success and to scale up efforts that address these barriers and serve to narrow the gap in student success rates that are based on race, gender, class, language, school quintile and other differences in the student population.

An Eliminating Differential Success Rates Task Team was established to steer the project. Regular progress reports are submitted to the Senate Committee for Teaching and Learning. The Task Team meets quarterly to identify and assess the causes of differential student success rates, to understand and acknowledge their impacts, to consider new interventions, and to calibrate existing ones to mitigate the disparities in student success rates. These include enhancing the transition from school to university, equipping lecturers with the necessary skills to enhance teaching and learning outcomes, interconnecting the various initiatives aimed at providing effective support, and increasing the chances of all students exiting UP, having completed their study programmes.

### **3.3.5 External factors impacting teaching and learning**

The University revised and updated its teaching and learning plans for 2022-2025. As part of this effort, UP has developed a digital strategy known as the UP Teaching and Learning Plan for the next five years (Digital Drive). Given the crisis of electricity (load shedding) in the country and its impact on academic activities, the University formulated guidelines on load shedding for lecturers and students.

In early 2023, following student strikes related to NSFAS funding issues, leading to the closure of many universities, we took proactive measures and developed teaching continuity plans for lecturers and students to enable a smooth transition to remote teaching in the event the strikes were experienced at UP and disrupted teaching and learning.

ChatGPT prompted the discussion on the impact of Artificial Intelligence (AI) in higher education upon its activation in November 2022. It has disrupted the status quo globally in higher education as students have begun using it to write their essay submissions. It is essential for lecturers to carefully evaluate the benefits and limitations of these AI technologies, including potential ethical concerns, and to adapt their teaching and assessment strategies to align with the changing educational technology landscape. Given this development, UP developed guidelines to assist lecturers and students to comprehend the nature and potential use of ChatGPT.

### **3.3.6 Enhancement of academics as teachers**

The University provides comprehensive workshops and specialised courses to advance hybrid teaching, learning, and assessment practices across the institution. These courses are designed to be engaging and interactive, emphasising sound educational principles and the effective use of relevant technology tailored to the specific needs of each discipline and module.

#### **3.3.6.1 The scholarship of teaching and learning (SoTL) grants**

The scholarship of Teaching and Learning (SoTL) in higher education is a valuable mechanism that addresses two key imperatives: supporting the professional development of lecturers in teaching within their disciplines, specifically in response to identified learning challenges and enhancing student learning experiences to improve overall throughput. The SoTL grants are part of the University's Capacity Development Grant (UCDG) provided by the DHET. The grant aims to promote institutional research to improve teaching and student learning and success.

By providing seed funding to support SoTL, we empower lecturers to become reflective practitioners and enhance their teaching practices and student engagement in their respective modules, disciplines, and even across different programmes. In addition to financial support, recipients of SoTL grants also receive guidance on aligning their proposed projects with educational research principles. They can collaborate with educational consultants to conduct projects to promote systematic processes for identifying and solving discipline-specific challenges in modules or programmes.

This comprehensive approach aligns with the purpose of the National Framework for Enhancing Academics as University Teachers, which aims to, among others, encourage practices that facilitate the production and sharing of knowledge about university teaching and learning. As such, the SoTL grants provide an avenue for professional development and learning activities driven by specific

disciplines, thereby strengthening the ongoing work initiated by staff in Education Innovation. It acknowledges the agency of academics in systematically exploring challenges that impact student throughput and overall success outcomes. By employing appropriate tools and methodologies, lecturers gain a deeper understanding of organising teaching practices that facilitate meaningful student learning.

In 2023, 40 applications were received and 19 proposals were funded, with each grant holder receiving R20 000.

### **3.3.6.2 The Flexible Futures Conference**

The 9th annual Flexible Futures Conference occurred over two days, from 23 to 24 August 2023. Hosted at the Sanlam Auditorium on the Hatfield Campus, the event's central theme was "Transforming Higher Education for the AI Era: Embracing Flexibility and Innovation". Designed as an academic platform, the conference enabled UP staff members to exhibit and discuss their pioneering approaches to teaching and learning. Additionally, the conference welcomed educators from other higher education institutions who are equally passionate about teaching innovation. The event aimed to address higher education's pressing challenges and opportunities in the rapidly evolving landscape of AI. The conference was guided by the following sub-themes, each offering critical insights into the future of education:

- Implementing authentic pedagogy: ensuring the genuineness of teaching, learning, and assessment in an AI-centric future;
- AI and student success: evaluating AI's role in tutoring, academic support, and enhancing student outcomes;
- Employability in the AI era: preparing students for a workforce increasingly dependent on AI technologies;
- Data-driven learning: exploring the synergistic relationship between data and AI in optimising teaching and student success;
- Agility in higher education: adopting agile methodologies in teaching, learning, and assessment; and
- Digital age curriculum: developing a curriculum that meets the demands and opportunities of the modern digital world.

### **3.3.6.4 The professional development of academic staff**

Effective student learning requires a professional approach to teaching and staff development. The University provides career-stage-appropriate professional development, training, and support to lecturers, focusing on teaching and learning, alternative assessment methods, and curriculum development. Professional development begins with an academic induction programme for all newly appointed full-time and part-time lecturers. From there, academic staff receive tailored career development plans for new and early career academics, established teaching academics, and teaching leaders. The education consultants provide initial and continuing professional development and resources for curriculum development, teaching and assessment, and tutoring. The continuing professional development programme aims to develop a combination of technological and pedagogical knowledge (TPK) and skills, which is the knowledge required to integrate appropriate

technology into teaching while addressing the complex nature of academic knowledge. The Continuous Professional Development (CPD) programme is tailor-made to support and develop academics at different career stages, including:

- Emerging scholars interested in pursuing an academic career;
- Newly appointed academics and those in the first few years of their careers; and
- Established academics who have developed significant teaching and research capacities.

The e-education group employs various strategies to develop lecturers' autonomy using institutional e-education systems. Continuous professional development is a critical component of this approach that enables lecturers to use tools such as clickUP, Turnitin, and QuestUP in an educationally sound manner. Different formats are offered, including priority courses (available in facilitated and stand-alone online formats), faculty or departmental training sessions based on requests, and individual just-in-time training. The offering is set out in a booklet that provides detailed information on workshop descriptions, topics, and outcomes. All e-education priority training was presented in computer laboratories in 2023 to provide the best possible support to lecturers as they learn new educational technologies. In 2023, the e-education team fully returned to contact presentation of the priority courses, and the self-paced online courses remained available to lecturers. Twenty-eight sessions of the University's 14 original courses were presented in computer laboratories in 2023, with an average feedback score of 95% for all courses. The e-education training team focused on developing a new clicker course and new courses to support the implementation of clickUP Ultra. Five new courses were developed to assist lecturers, and one course was developed for academic administrators.

### **3.3.7 Student success and support**

UP seeks to provide an environment where students can succeed and flourish. The University is fully committed to supporting and assisting students and eliminating obstacles to success. At the same time, students should take responsibility for their own success and career development. Student success also includes job readiness, preparation for postgraduate studies, and post-graduation employment. The first step towards enhancing student success is to provide quality teaching and learning opportunities for students to engage actively and authentically with the knowledge, skills, attitudes, and values of a particular discipline/field. To thrive in today's world of work, students must be adaptable, ethical, critical thinkers, problem solvers, team players, collaborators, effective communicators, and self-directed learners who are interculturally aware. This requires high-quality teaching and learning and relevant curricula.

As students are expected to be capable of studying independently upon graduation, we adhere to a gradual release model to facilitate this transition. First-year students receive substantial support, which gradually decreases as they progress into their second and third years. There is a considerable gap between grade 12 in high school and first-year at university. In high school, students typically spend a set amount of time in class each day, often six or seven hours. In contrast, first-year university students may have significantly fewer hours of in-class instruction (CHE requires 30% in 1st and 2nd years and 25% after this). Larger classes, faster learning pace, less structure and guidance from teachers and parents, being away from home, freedom, and self-time management pose challenges. This is why we provide extra and extensive support to first-year students, which includes

orientation, tutors, mentors, and Faculty Student Advisor (FSA) workshops. The University must establish an efficient, user-friendly, and inviting environment that accommodates students and meets them where they are.

We have implemented Anthology REACH as a Student Relationship Management (SRM) system to support student success and retention in 2023. This enables the FSAs to manage the student success processes and improve the institution's communications, planning, and tracking tools from one central hub. Anthology REACH is a comprehensive, integrated planning and advising student success platform. We are also creating a more inclusive and supportive environment and broadening students' access to learning material by using Blackboard Ally to enhance digital content for access and learning and help institutions build a more inclusive learning environment. Blackboard Ally improves the student experience by assisting students in controlling course content with usability, accessibility, and quality in mind.

Student success initiatives, such as the digital student success infrastructure and FSAs, are generally accessible to all students. However, certain initiatives target specific cohorts of students or modules based on risk factors, including financial, academic, disability, or psychosocial aspects. Transitioning from high school to university can be particularly challenging for first-generation students and those from underprivileged communities. The University strives to facilitate a seamless transition for these students. Therefore, the UP Readiness Survey results identify first-generation students for targeted interventions, such as the STARS peer mentorship programme. In addition, the information is also used to identify and refer students who reported financial distress, accommodation challenges, data/device challenges, or a recognised disability to the respective support departments.

Table 3.1 provides data on student success from 2019 to 2023. The full set of 2023 data will be available in the audited HEMIS submission later this semester. The overall module pass rate (MPP) for UP has increased from 83.90% to 88.10% between 2019 and 2023, with a peak recorded at 88.20% in 2020. The examination pass rate (EPP) has increased from 82.10% to 86.90% between 2019 and 2023, with a peak recorded at 88.50% in 2021.

*Table 3.1 Average undergraduate module pass rates for contact students, 2019–2023*

	Term	Number of modules	MPP %	EPP %	DP %	AP %
<b>Grand Total</b>	2019	2 137	83.90%	82.10%	6.60%	1.40%
	2020	1 999	88.20%	87.40%	4.60%	1.40%
	2021	1 993	86.40%	88.50%	5.80%	1.50%
	2022	2 033	85.70%	85.80%	4.80%	1.40%
	2023	2 038	88.10%	86.90%	3.60%	1.00%

**KEY:**

**MPP** = module pass percentage: Proportion of students who passed the examination in relation to the total number of initial registrations expressed as a percentage.

**EPP** = examination pass percentage: Proportion of students who passed the examination in relation to the number of students who wrote the examination, expressed as a percentage.

**DP** = drop-out percentage: Proportion of students who dropped out (cancellations PLUS exclusions) in relation to the total number of student registrations, expressed as a percentage.

**AP** = absenteeism percentage: Proportion of students who were absent from the examination in relation to the number of students admitted to the examination, expressed as a percentage.

### **3.3.7.1 Academic orientation programme for first-year students**

The Academic Orientation Programme for first-year students includes a pre-orientation online module, an on-site Academic Orientation Week, and an eight-week online faculty-based extended orientation course (University of Pretoria Extended Orientation - UPO). In 2023:

- 5 222 students completed the pre-orientation, and 5 132 of these registered at UP;
- Overall, 82.5% of students in 2023 registered during the orientation period had attended the academic orientation week. These students reported that they felt welcome, knew where to find support, and were ready for the academic demands of university life;
- 6,977 first-year students completed the UP Readiness Survey in 2023, a participation rate of 81% of first-time first-year students (8653); and
- From the Orientation Feedback Survey (1536 respondents), more than 80% of students found the online academic orientation effective in preparing them for the academic year.

### **3.3.7.2 Tutoring**

In 2023, the online, self-paced institutional tutor training programme underwent significant revisions. Originally structured around three main themes, the revamped training now includes two additional themes, enriching the curriculum. A key enhancement is integrating introductory videos produced by tutors themselves, adding a personal touch to the learning experience. Over the year, 506 teaching support staff completed this enhanced institutional tutor training. Additionally, 2023 saw the development of a tutorial attendance application designed to address the challenges some departments face in collecting tutorial attendance data, particularly those with large class sizes or limited resources. The deployment of the tutorial attendance app is scheduled for 2024, promising to streamline the attendance tracking process.

### **3.3.7.3 UP Readiness Survey**

The UP Readiness Survey (UPRS) measures the readiness of first-time first-year students for university education. Readiness for university education can broadly be defined as a student's level of preparedness (financial, social, and academic engagement) to succeed at a higher education institution. The UPRS acts as an early warning system so that students can be directed proactively to the mentoring and advising programmes. First-time first-year students self-report their academic readiness in various categories, from family support to study skills to transport and accommodation. Using the data to make referrals to the mentorship programme and FSAs has proven effective in student retention, experience and success. FSAs proactively use the information received via the Tableau dashboard to invite students to targeted interventions, such as time management, test-taking, and study skills workshops. The UPRS data is used to identify students requiring financial support, accommodation, disability support and peer mentoring.

### **3.3.7.4 Promotion of an evidence-based approach to student success**

Students can track their progress through an automated process. Recent improvements to the Blackboard notification settings allow students to be notified, for example, if their activity or grade decreases compared to that of their peers. This encourages self-reflection and students assuming agency for learning – a central message in the FLY@UP campaign. Students get push notifications in

clickUP, via e-mail, and on the clickUP mobile application when new content is available. Such content includes tests, assignments, or when they have unread blogs, journals, or discussion entries. Students can manage these notification settings and can configure which notification activity appears in their activity stream. The student support information includes dashboards and reports, as shown in the table below:

*Table 3.2 Information used to track students' progress*

Student information	UP platforms
Student reports, dashboards, and nudges	Blackboard Retention Center and dashboards Pyramid Analytics dashboards Student notifications in clickUP Tableau dashboard for FSAs
Lecturers' reports	Blackboard Analytics for Learn Student Reports Blackboard Course Reports Blackboard Student Risk Reports Pyramid Analytics Reports

Lecturers can enable the Blackboard Analytics for Learn Student Report and make it available to students within each course. The report allows students to compare their activity and progress with their peers in the same course. Each undergraduate course also provides access to Student Risk Reports. Students must also be able to track their progress.

Various reports in Blackboard Analytics for Learn™ are utilised by staff to generate reports that identify and provide support to at-risk students. Within clickUP (Blackboard), several embedded data functions enable lecturers to monitor student performance.

UP offers online courses to teach staff how to use the Grade Centre and clickUP data. The Metrical course monitors student participation, while the Grade Centre course covers relevant information, enabling students to track their progress using a progress mark. Enrolment in these courses is open, and upon completion, participants receive a letter of participation.

### 3.3.8 Awards and achievements

In 2023, the University awarded its annual Teaching Excellence and Community Engagement Awards to the following individuals:

- **Group Award for Teaching Excellence:** no nominations were received for this award.
- **Individual Teaching Excellence Award:** Dr CA Davey from the Department of Architecture and Dr CJ Oosthuizen from the Department of Zoology and Entomology.
- **Award for Community Engagement:** Prof A Bhayat from the School of Dentistry.



### 3.3.9 Graduate outputs

A total of 14 323 diplomas and degrees were awarded in 2023, an increase of 769 graduates compared to 2022 (13 554). The total number of master's graduates in 2023 was 1 956 compared to 1 821 in 2022, and that of doctoral graduates was 424 compared to 333 in 2022. In 2022, the number of distance and online education graduates was 993, which increased to 1 053 in 2023. There was an increase of 97 graduates in undergraduate contact programmes, from 7 573 in 2022 to 7 670 in 2023, while the total number of graduates in postgraduate programmes increased by 635 from 5 879 in 2022 to 6 514 in 2023 for all teaching modes.

## 3.4 Research

### 3.4.1 Notable achievements

The University's researchers continue to lead collaborative teams that produce ground-breaking research. Key highlights in 2023 included the following:

#### *Decoding the genome of the King Protea*

An excellent example of the University marrying its priorities of local relevance and international co-operation was realised when its researchers were at the forefront of a very special first for South African plant sciences when they unravelled the precise genetic make-up of the country's national flower, the King Protea (*Protea cynaroides*). It is the first plant that is unique to South Africa to have its entire genome sequenced in depth.

#### *Closing in on the secret to ageing*

Prof Nigel Bennett, Dr Daniel Hart and Dr Darren Pietersen of the Department of Zoology and Entomology in the Faculty of Natural and Agricultural Sciences are part of a team of global experts known as the Mammalian Methylation Consortium, which unpacks the secrets of ageing in mammals.

They studied more than 15 000 samples across 348 species in 25 out of 26 taxonomic orders, and found that both the genome and epigenome influence the biological characteristics and traits of different species. These traits include physical features, susceptibility to diseases, and behaviour, and are influenced by genetic and environmental factors.

The studies, published in two high profile papers in *Science* and *Nature*, offer insights into ageing and lifespan across different mammal species. Analysing these cells and the effects of epigenetic factors, such as lifestyle could help to predict the onset of age-related diseases and how to treat them.

#### *Transdisciplinary co-operation improves cochlear implants for the hard of hearing*

A UP team combining skills from engineering, medicine and audiology are working to improve the design and functionality of cochlear implants (CIs). The team's transdisciplinary approach investigates the unique relationship between electric stimulus and auditory perception on a case-by-case basis. There is an interplay among highly sophisticated CI technology, delicate CI surgery to integrate the technology with the sensorineural system inside the cochlea, the response of the sensorineural system to the electric stimuli, and therapy to facilitate hearing rehabilitation. Each of

these aspects requires discipline-specific skills to be applied to achieve the most satisfactory outcome.

The team includes Prof Johan Hanekom and Prof Tania Hanekom, along with Dr Werner Badenhorst of the Bioengineering Research Group in the Faculty of Engineering, Built Environment and Information Technology, working in the niche field of three-dimensional, person-specific computational modelling, Dr René Baron of the Department of Anatomy in the Faculty of Health Sciences who is developing techniques to quantify the cochlear geometry, and Dr Talita le Roux of the Department of Speech-Language Pathology and Audiology who provides the clinical research interface with CI users.

This collaboration led to the formation of the cross-faculty Cochlear Implant Research Interest Group, an informally organised group of academics and researchers at UP with a common interest in the dynamic and transdisciplinary field of CIs.

### 3.4.1.1 Research capacity and productivity

UP has developed a number of institutional performance indicators to evaluate and monitor its progress. The indicators related to research and postgraduate education are shown in Table 3.3 below.

*Table 3.3 Key areas of research capacity and performance*

Indicators	2019	2020	2021	2022	2023
Academic staff with PhD	67.68%	68.80%	70.40%	70.90%	71.73%
NRF-rated academic staff	528	545	595	615	593
Accredited publication units per academic FTE staff	1,0	1,1	1,75	1,09	1,28
Weighted M and D graduate output per academic FTE staff	1,97	1,71	1,33	1,15	1,38
M graduates	2008	1801	2046	1822	1511
D graduates	399	374	367	333	424
PhD students enrolled	2375	2429	2537	2586	2555
M students enrolled	7088	6293	6318	6190	6220
Diversity profile: % black PG students	66.75%	65.46%	71.18%	73.56%	75.26%
Postdoctoral fellows	221	263	274	282	325
International postdoctoral fellows	100	119	161	170	193
International academic staff	203	211	222	245	244

**Source:** *Department of Research and Innovation (DRI) and HEMIS*

UP continues to retain a high proportion of academic staff that hold a doctorate. At 71.73%, the University leads nationally with its number of highly qualified academic staff members. The national average is approximately 43%. Progress has also been maintained with master's and doctoral enrolments, as well as the number of international postdoctoral fellows. The number of NRF-rated

researchers has dropped due to retirements, death and resignations. However, the University leads nationally regarding the number of NRF-rated researchers.

UP's overall research productivity, measured as research publication output units, qualifying patents and creative outputs for which subsidy is earned, decreased slightly (by 55.71 units) in 2023 compared to 2022. Among the factors that contributed to the decrease were dual affiliations of some authors and co-authors with other South African universities. The acceptance rate of the University's submission in 2023 was 98%, an indication of the quality of the internal reviews and scholarly publications authored by our staff, students and fellows.

*Table 3.4 UP research output units per publication type, 2019 - 2023*

<b>Publication</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023*</b>
Journals	1682.42	1749.62	2036.0	1885.55	1654.85
Proceedings	82.2	49.09	72.38	74.03	213.49
Books and book chapters	296.0	301.06	244.74	350.78	386.31
<b>TOTAL</b>	<b>2060.62</b>	<b>2099.77</b>	<b>2353.12</b>	<b>2310.36</b>	<b>2254.65</b>

**Source:** DRI and HEMIS

\* Provisional until completion of the 2024 audit and DHET review. The creative outputs and innovations for the reporting year will only be submitted in September 2024

The University's performance with regard to qualifying creative outputs and innovations (Table 3.5) has been unstable. After doubling in 2020, the number of creative outputs and innovations declined in the subsequent two years. The creative outputs submission in September 2023 included outputs in the theatre, music, and fine arts categories and three patent awards. The DHET report, following its national panel reviews, has not been released as yet and the 2023 submissions will be finalised and submitted in September 2024.

*Table 3.5 UP creative outputs and Innovations units awarded, 2019 - 2023*

<b>Output type</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023*</b>
Creative outputs	13.31	35.37	19.25	16.92	
Innovations	15	21.11	14	10	
<b>TOTAL</b>	<b>28.31</b>	<b>56.48</b>	<b>33.25</b>	<b>26.92</b>	

**Source:** DRI and DHET creative output reports. \*The DHET report for the 2023 submission is not available as yet.

A mutually beneficial agreement was concluded between the University's Department of Actuarial Science and FirstRand Bank to the value of R1.5 million over three years. The partnership is aimed at promoting the delivery of high-quality postgraduate students addressing the bank's critical skill shortages, especially in quantitative risk management, statistics and data science, advanced analytics and statistical modelling, operations research, and mathematical/computational finance. The resulting research outputs should be published in accredited scientific journals and applications within FirstRand.

### **3.4.1.2 Leading researchers, impact and visibility**

The University is rated among the top 1% globally in 14 of the 22 Essential Science Indicator (ESI) fields. UP was the only university in South Africa to feature in Economics and Business. The University produced the most publications within the fields of Economics and Business, Engineering, Microbiology and Plant and Animal Science within South Africa.

The full list of ESI research fields in which UP ranks is listed in the table below.

*Table 3.6 UP's international standing in ESI knowledge fields*

ESI Subject field	Number of papers					Number of citations					Average citations per paper				
Years	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
Agricultural Sciences	628	686	742	799	815	4785	5859	6903	8235	8932	7.62	8.54	9.3	10.31	10.96
Biology & Biochemistry	480	520	577	644	667	6883	7644	8970	11299	12254	14.34	14.7	15.55	17.55	18.37
Chemistry			790	878	943			9504	12418	14184			12.03	14.14	15.04
Clinical Medicine	1453	1622	1857	2162	2284	18374	23901	28825	35321	39680	12.65	14.74	15.52	16.34	17.37
Economics & Business		828	934	1047	1090		5302	7919	11694	14479		6.4	8.48	11.17	13.28
Engineering	1253	1388	1526	1700	1761	11705	15610	19027	24048	27527	9.34	11.25	12.47	14.15	15.63
Environment / Ecology	1134	1229	1403	1620	1725	15983	18073	22598	28638	32725	14.09	14.71	16.11	17.68	18.97
Geosciences				614	611				7018	11085				11.43	11.55
Immunology	401	446	493	566	580	6021	6884	8090	10382	15686	15.01	15.43	16.41	18.34	19.11
Microbiology	555	628	718	808	428	7425	9202	11149	14152	19332	13.38	14.65	15.53	17.51	18.63
Molecular Biology & Genetics			391	422	428			17483	19966	6634			44.71	47.31	45.17
Pharmacology & Toxicology			346	385	402			4277	5774	57054			12.36	15	16.5
Plant & Animal Science	3365	3510	3647	3720	3701	34944	39589	48115	56502	12606	10.38	11.28	13.19	15.19	15.42
Social Sciences General	1491	1611	1819	1996	2056	6322	7299	8655	10862	8932	4.24	4.53	4.76	5.44	6.13

Source: Department Library Services ESI (InCites), January 2024

UP has three researchers ranked in the top 1% by ESI worldwide. They are:

- Professor Rangan Gupta in Economics and Business;
- Professor Mike J Wingfield in Plant and Animal Sciences; and
- Prof Yves Van der Peer in Plant and Animal Science (Ghent University Belgium with secondary affiliation University of Pretoria).

Researchers are selected for their exceptional influence and across several fields. The methodology used assesses the number of highly cited papers and the number of citations for 2013 - 2023 by threshold per subject.

It is possible to use ESI statistics to identify the top 1% of scientists and published articles internationally based on citations. As of January 2024, a total of 270 UP-published papers were among these top papers world-wide, spread over 20 of the 22 ESI subject fields. UP continues to dominate the subject category of Plant and Animal Sciences with 86 top papers.

### 3.4.1.3 University rankings

Universities are ranked globally on the basis of various quantifiable factors. Research performance is measured by publications and citations. International diversity and other indicators such as academic reputation and graduate employability also contribute to the various ranking systems. UP's interest in global rankings is informed primarily by its overarching vision of becoming a global

research player. Participating in these systems also encourages UP researchers to embrace important research practices such as collaborative research and co-authorship with international partners.

As shown in the table below, UP remained largely stable in its rankings from 2020 – 2023 and significantly improved its performance in the QS and THE rankings in 2024.

*Table 3.7 UP's performance in world university rankings*

Ranking system	2020	2021	2022	2023	2024
Quacquarelli Symonds (QS)	561-570	561-570	601-650	591-600	323
Times Higher Education (THE)	601-800	601-800	601-800	801-1000	501 - 600
Academic Ranking of World Universities (ARWU)	401-500	401-500	401-500	401-500	401 - 600
University Ranking by Academic Performance (URAP)	401-500	401-500	459	475	

Source: ARWU 2024; QS 2024; THE 2023; URAP 2024

### *THE Subject Rankings*

The quality of our teaching and learning is reflected in admirable subject rankings for 2023 and 2024.

UP's Law programme once again achieved the highest ranking in Africa and secured a remarkable 65th position globally in the 2024 THE Subject Rankings. This is the seventh year that the Faculty of Law leads the rankings on the continent. The University's leading position in this field underscores its vital role in promoting social justice, equity, and legal literacy, setting a high standard for legal education globally.

In South Africa, UP is ranked number one in the following subject areas: Law, Veterinary Science, Accounting and Finance, Agriculture and Forestry, and Electrical and Electronic Engineering. The University is number two in Sport Science, Mathematics, Statistics, Archaeology, Architecture, and Mechanical and Aerospace Engineering.

*Table 3.8 UP's THE ranking by subject*

Subject	2020	2021	2022	2023	2024
Arts and Humanities	301-400	301-400	301-400	251-300	251-300
Business and Economics	301-400	301-400	401-500	301-400	301-400
Clinical, Pre-clinical and Health	501-600	501-600	601+	501-600	501-600
Computer Science	501-600	501-600	501-600	601-800	601-800
Education	401-500	401-500	501+	301-400	301-400
Engineering	601-800	601-800	601-800	601-800	601-800
Law	101-125	101-125	60	65	65
Life Sciences	301-400	301-400	301-400	301-400	301-400
Physical Sciences	601-800	601-800	601-800	601-800	601-800
Psychology	401-500	401-500	501+	401-500	401-500
Social Sciences	401-500	401-500	501-600	301-400	301-400

Source: THE 2024

### *THE Impact Rankings*

In 2023, UP dramatically improved its position in the 2023 Times Higher Education (THE) Impact Rankings, rising to position 69 out of 1 705 universities in 115 countries. UP was ranked in the 101–200 band in 2022.

These rankings, released in June 2023, named UP as South Africa’s and Africa’s second-best university. The rankings are based on the 17 United Nations Sustainable Development Goals (SDGs), which are designed to address the most serious and critical global challenges. In the 2023 edition, UP submitted data for nine SDGs. Overall, being recognised for its relevance and societal impact is part of the vision UP strives to achieve. Being ranked in position 69 (up from the 101-200 band in 2022) out of 1 705 universities (1 410 in 2022) in 115 countries, confirms that UP is making significant progress in pursuit of its vision. UP was also ranked in the top 100 for seven of the SDGs that it submitted for the ranking, with its best ranking being for SDG 4 where it was ranked fourth in the world. The University’s performance in these rankings is shown in Table 3.9.

*Table 3.9 UP’s THE Impact Rankings*

Sustainable Development Goal	2020	2021	2022	2023
SDG 2: Zero Hunger	-	201-300	-	-
SDG 3: Good Health and Wellbeing	101-200	201-300	201-300	101-200
SDG 4: Quality Education	96	201-300	201-300	101-200
SDG 5: Gender Equality	-	-	-	14
SDG 8: Decent Work and Economic Growth	-	101-200	44	4
SDG 9: Industry, Innovation and Infrastructure	94	101-200	88	91
SDG 10: Reduced Inequalities	-	-	101-200	76
SDG 13: Climate Action	-	301-400	-	-
SDG 15: Life on Land	-	76	30	81
SDG 16: Peace, Justice and Strong Institutions	68	201-300	101-200	97
SDG 17: Partnership for the Goals	101–200	101-200	86	92
<b>UP OVERALL</b>	<b>101-200</b>	<b>201-300</b>	<b>101-200</b>	<b>69</b>

Source: THE 2023

### *THE Reputation Rankings*

During 2023, the University was ranked number one in South Africa in three of the nine indicators of the THE World Reputation Ranking: employer reputation (155th in the world), international research networks (26th), and sustainability (158th). UP achieved a significant milestone by securing the 26th position in the world for its international research networks, which aligns with UP’s strategy of increasing the extent and diversity of its international research collaborations.

*Table 3.10 UP’s THE Reputation Rankings*

Metrics	2020	2021	2022	2023
Teaching	550	461	339	385
Research	491	581	385	398
<b>UP OVERALL</b>	<b>506</b>	<b>514</b>	<b>382</b>	<b>395</b>

Source: THE 2023

### *QS Subject Rankings*

21 subjects offered at UP were ranked in the 2023 QS Subject Rankings, marking an increase from 20

in 2022, and 18 in 2021. Of the 21 disciplines in which UP was ranked, eight (Veterinary Science, Accounting and Finance, Law, Economics and Econometrics, Mechanical Engineering, Electrical and Electronic Engineering, Chemical Engineering and Mathematics) were rated first in South Africa, up from five in 2022. UP has improved its performance significantly in all five broad subject areas compared to 2022 (Table 3.11).

*Table 3.11 UP's QS Subject Rankings*

Subject	2020	2021	2022	2023
Arts & Humanities	383	397	401-450	341
Engineering and Technology	364	356	352	284
Life Sciences & Medicine	348	348	337	325
Natural Sciences	Not ranked	Not ranked	Not ranked	451-500
Social Sciences & Management	320	314	323	283

### *QS Sustainability Rankings*

The QS Sustainability Rankings provide a framework to show how universities are responding to the world's environmental, social and governance challenges. UP's performance in these rankings improved from 171 – 180 in 2023 to 156 in 2024 (Table 3.12). The University's best performance was against the knowledge exchange metric, where UP was ranked 23<sup>rd</sup> globally.

*Table 3.12 UP's QS Sustainability Rankings*

Metric	Score		Global Rank	
	2023	2024	2023	2024
<b>Environmental Impact (45%)</b>	50.3	67.5	139	190
Environmental Education (17%)	57.3	69.4	136	199
Environmental Research (13%)	38.3	81.4	394	335
Environmental Sustainability (15%)	57.9	50.3	59	241
<b>Social Impact (45%)</b>	64.1	81.7	161	206
Employability and Outcomes (11%)	62.8	70	173	429
Equality (12%)	68.5	81.4	207	236
Health & Wellbeing (5%)	60.2	79.5	273	327
Impact of Education (7%)	53.1	73.5	267	366
Knowledge Exchange (10%)	80.2	98.7	136	23
<b>Governance (10%)</b>		89.1		124
Overall			171-180	156
<b>Total ranked Universities</b>			<b>700</b>	<b>1403</b>

The University's Gordon Institute of Business Science (GIBS) again secured the prestigious position as one of the leading business schools in the world, according to the UK's *Financial Times*. This recognition highlights GIBS' commitment to providing world-class executive education programmes and cements its reputation as one of the leading business schools on the African continent. GIBS's ascent to the top position in the African region, and amongst the top 50 in the world, is a testament to its continuous efforts to equip professionals with the knowledge and skills necessary for success in today's dynamic business landscape. The ranking undertakes a comprehensive assessment of top business schools worldwide by evaluating both their open and custom executive education programmes. GIBS had a combined ranking of 32<sup>nd</sup> globally.

### 3.4.2 New research developments

The 2023 academic year saw substantial expansion of the University's research entities and research leadership. The Faculty of Health Sciences inaugurated three centres focusing on tobacco-related issues, emerging viruses and brain tumours and an institute focusing on nuclear medicine (see Table 3.14).

In the broad field of sustainability, the Faculty of Education established the Centre for the Advancement of Sustainable Higher Education Futures, the Faculty of Law was proud to inaugurate the Centre for Environmental Justice in Africa, and the Faculty of Veterinary Science established the African Centre for Biosecurity and Disease Risk Assessment.

In keeping with a long tradition of international collaborations for research and teaching, the Faculty of Humanities established the Maarif Centre for Turkish Studies in Africa.

### 3.4.3 New and renewed research chairs

UP had a total of 43 active research chairs in 2023. This includes 23 industry-funded research chairs and 20 Department of Science and Innovation-National Research Foundation South African Research Chairs Initiative (SARChI) chairs.

*Table 3.13 Changes in university entity numbers*

Entity type	2021	2022	2023
Bureau	2	1	1
Centre	41	43	49
NRF Centres of Excellence	4	4	4
Institutes	17	13	14
Units	16	11	12
NRF Research Chairs	19	20	20
Industry research chairs	32	23	23
<b>Total</b>	<b>131</b>	<b>115</b>	<b>123</b>

#### *New entities*

The following new entities were established in 2023 following Senate approval:

*Table 3.14 New research entities established in 2023*

Faculty	Type of entity	Name of entity
Education	Centre	Centre for the Advancement of Sustainable Higher Education Futures (CASHEF)
Health Sciences	Centre	Africa Centre for Tobacco Industry Monitoring and Policy Research (ATIM)
Health Sciences	Centre	Centre for Emerging arbo- and respiratory viruses (CEARV)
Health Sciences	Institute	Nuclear Medicine Research Institute (NuMeRI)
Health Sciences	Centre	Brain Tumor and Translational Neurosciences Centre
Humanities	Centre	Maarif Centre for Turkish Studies in Africa
Law	Centre	Centre for Environmental Justice in Africa
Veterinary Science	Unit	African Centre for Biosecurity and Disease Risk Assessment



### *New industry-funded chair*

An agreement between the Faculty of Natural and Agricultural Sciences, M2Bio Sciences (a private company) and Enterprises UP, saw the establishment of the first research chair in the Biodiscovery Centre. The Centre, led by Professor Vinesh Maharaj, conducts research focused on science and evidence-backed premium health and wellness products. An integral part of the research is to use AI for the discovery of natural product lead compounds that can be developed as pharmaceutical and food ingredients.

### **3.4.4 Collaborations and partnerships**

International cooperation and collaboration remain essential to UP's development and are integral to our vision and strategic goals. This collaboration serves to both encourage a global perspective for research, while also exposing students and researchers to international expertise and resources. Simultaneously, it enables regional southern African issues to be highlighted on the global stage.

#### **3.4.4.1 International partnerships and collaboration**

UP is proud to be a leading research-intensive university in Africa that is recognised internationally for its quality, relevance and impact.

### *International students*

3 717 international students were registered at the University in 2023. These included 1 449 undergraduates and 2 268 postgraduates.

### *Staff and student exchanges*

The Department of Research and Innovation (DRI) conducted a review of the internationalisation-focused programmes that have been funded by the University over the past five years. The review revealed a good picture of success, mainly with regard to increased international collaborations and research mobility. The University's investment in these programmes resulted in increased co-authored publications, research mobility and collaborations in various academic activities.

Travel grants supported by the University in 2023 are listed in Table 3.15.

*Table 3.15 Travel programmes*

Programme	Individuals funded	Expenditure
Staff Travel Abroad	24	R1 285 543.38
PG Study Abroad Programme	15	R781 220.52
Vice-Principal's Congress Programme	119	R6 152 324.09
Vice-Principal's Programme	3	R178 695.43

### *Erasmus+ International Mobility Programme*

There are 37 signed Inter-Institutional Agreements (IIA) for the Erasmus+ Programme. 2023 recorded an increase in the number of student and staff mobility trips. The table below shows the number of undertaken mobilities and the estimated budget in euros.

Table 3.16 Erasmus+ international mobility programme, 2022 - 2023

2022	Academic staff	Administrative staff	Students	Total
Outbound	11	12	5	28
	€253 000	€276 000	€28 750	€83 950
Inbound	4	4	8	16
	€10 480	€10 480	€40 560	€51 050.48
<b>Total</b>				45
2023	Academic staff	Admin staff	Student	Total
Outbound	29	36	25	90
	€72 300	€91 700	€116 610	€280 610
Inbound	7	4	4	15
	€30 220	€10 480	€20 280	€60 980
<b>Total</b>				<b>105</b>

### Scholarships

Collaborating and partner universities have generously provided the following scholarships to our students per semester:

- Leiden University (Netherlands) - €1250 per month (formerly the Leiden University South Africa Scholarship, now called the Mandela Scholarship, with an increased grant from €1000 to €1250 per month).
- Tilburg University (Netherlands) - €6000 (International Student Exchange Grant - ISEG).
- WHU-Otto Beisheim School of Management (Germany) - €3736 (€934 per month) for four (4) months.
- Vrije Universiteit Amsterdam (Netherlands) - €5000.

### Student exchange agreements

Ten student exchange agreements were negotiated and concluded with strategic international partners. The organisations are:

- University of Applied Sciences and Arts North-western Switzerland (School of Engineering)
- Han University of Applied Sciences (Netherlands)
- Humboldt-Universität zu Berlin (Germany)
- University of Amsterdam (Netherlands)
- IE University (Spain)
- Bordeaux INP (France)
- Lund University (Sweden)
- University of Oldenburg (Germany)
- Alma Mater Studiorum University of Bologna (Italy)
- Partnership for Skills in Applied Sciences, Engineering and Technology (PASET) Consortium

### Partnerships and agreements

A total of 128 active institutional-level agreements and 122 active faculty-level agreements were in place during 2023. In addition to these, the University formalised a total of 36 international agreements. Of these, 14 are at institutional level and 14 at faculty level. Five agreements were

renewed and 31 new collaboration agreements were entered into. The following table indicates the international institutions with which UP formalised agreements in 2023.

*Table 3.17 Newly formalised agreements for 2023*

Continent	Country	Institution Name	Type of Agreement
Africa	Tanzania	Mzumbe University	Faculty (Education)
Africa	Kenya	Kenyatta University	Faculty (Education)
Africa	Ethiopia	Addis Ababa University	Faculty (Health Sciences)
Africa	Kenya	National Intelligence and Research University College	Institutional
Africa	Namibia	University of Namibia	Institutional
Africa	Malawi	University of Blantyre Synod	Faculty (Theology and Religion)
Africa	Kenya	St. Paul's University	Faculty (Theology and Religion)
Asia	China	Northeast Normal University	Institutional
Asia	China	Hangzhou Normal University	Faculty (NAS)
Asia	China	Beijing University of Chemical Technology	Institutional
Asia	Japan	Naruto University of Education	Institutional
Europe	Germany	Ruhr University Bochum	Faculty (Theology and Religion)
Europe	Netherlands	Utrecht University	Faculty (VET)
Europe	Czech Republic	Czech University of Life Sciences	Faculty (NAS)
Europe	Netherlands	University of Groningen	Institutional
Europe	France	College de France	Institutional
Europe	Germany	Biberach University of Applied Sciences	Faculty (EBIT)
Europe	Switzerland	University of Geneva	Institutional
Europe	Italy	Bologna University	Institutional
Europe	Poland	University of Warsaw	Faculty (Humanities)
Europe	Hungary	Debrecen Reformed Theological University (DRTU)	Faculty (Theology and Religion)
Europe	Sweden	Lund University	Institutional
Europe	Switzerland	FHNW School of Engineering	Faculty (EBIT)
Europe	Spain	IE University	Institutional
Europe	Norway	Tromsø University	Faculty (Health Sciences)
Europe	Latvia	University of Latvia	Faculty (Theology and Religion)
North America	USA	Guilford College	Institutional
North America	USA	University of Illinois Urbana Champaign	Institutional
North America	USA	Institute for Peace Studies in Eastern Christianity, Inc.	Faculty (Theology and Religion)
North America	Canada	Queens University at Kingston	Institutional
North America	Canada	Ottawa University	Institutional
Oceania	Australia	Curtin University	Institutional
Oceania	Australia	James Cook University	Institutional
Oceania	Australia	University of Western Australia	Institutional
South America	Brazil	University of Sao Paulo	Faculty (Law and Future Africa)
South America	Argentina	National Institute of Agricultural Technology (INTA)	Institutional

### 3.4.4.6 Collaboration and co-authorship

International collaboration remains a core strategic focus for the University. UP collaborates with over 3 000 institutions across the globe.

*Table 3.18 The regional spread of UP's co-authored publications, 2018–2023*

Region totals	Collaborating institutions	Co-authored publications
Africa	576	8250
Asia Pacific	1454	3099
Europe	2128	5615
Middle East	392	1108
North America	1048	3711
South America	324	682
<b>TOTAL</b>	<b>5922</b>	<b>22465</b>

**Source:** SciVal, 16 February 2024 (Please note that the total (worldwide) is not a sum of the regional totals, because some publications were published in collaboration with researchers from more than one continent.)

The table below indicates the top 20 international institutions with whom UP academics have co-authored papers, and the cumulative citations over a five-year period.

*Table 3.19 UP co-authored publications: top 20 collaborating institutions (excluding South African universities), 2018–2023*

Top 20 Institutions	Country	Co-authored publications	Citations	Citation per publication
Centre National de la Recherche Scientifique	France	408	16 325	40
Ghent University	Belgium	336	10 150	30.2
University of Western Australia	Australia	279	7 370	26.4
Harvard University	United States	241	10 741	43.3
University of Oxford	United Kingdom	248	17 317	71.9
University of Queensland	Australia	217	7 723	35.6
Utrecht University	Netherlands	190	7 379	38.8
Spanish National Research Council (CSIC)	Spain	209	15 604	74.7
Université de Montpellier	France	189	6 576	34.8
University of Cambridge	United Kingdom	188	7 030	37.4
Columbia University	United States	186	7 445	40
University College London	United Kingdom	185	13 637	73.7
INRAE	France	183	6 874	37.6
Chinese Academy of Sciences	China	183	13 375	73.1
University of Edinburgh	United Kingdom	174	7 738	44.5
University of Amsterdam	Netherlands	172	12 197	70.9
Institut de Recherche pour le Développement	France	165	7 146	43.3
University of Washington	United States	161	8 381	52.1
University of Groningen	Netherlands	159	11 499	72.3
CSIRO	Australia	158	6 234	39.5

**Source:** SciVal, (last index update, Feb 2024)

### 3.4.5 Partnerships with industry and government

UP's strong partnerships with industry and government are reflected in the number of research chairs at UP funded by industry. In 2023, UP had 23 industry-funded chairs, underscoring the emphasis placed on the impact and relevance of research programmes at UP.

#### 3.4.5.1 Commercialisation of research

It is stipulated in the Intellectual Property Rights from Publicly Financed Research and Development Act of 2008, that publicly funded research and development should be identified, protected and commercialised for socio-economic benefit. Hence, commercialisation remains an important part of the University's strategic focus.

UP showed good growth in the number of South African patents granted. This is reflected in the table below.

*Table 3.20 UP intellectual property activity, 2019–2023*

UP intellectual property activities	2019	2020	2021	2022	2023
New invention disclosures	15	10	16	15	15
Number of SA patents filed	14	15	13	7	8
Number of SA patents granted	6	2	7	7	3
Number of international patents filed	13	21	30	12	18
Number of international patents granted	15	10	5	6	12
New trademarks	2	1	3	1	2
New licenses signed	3	3	2	1	1
New start-up businesses	0	1	1	0	0

*Source: DRI*

The University was awarded R1 950 000 from the Technology and Innovation Agency (TIA) Seed Fund Programme for three technology development projects. The University also concluded an exclusive licence agreement with Kebalepile Technologies and Innovations (Pty) Ltd. The licensed technology is for an asthma warning/prevention system and device called Asthma Grid, which technology was developed by Dr Moses Kebalepile during his postgraduate studies at UP.

### 3.4.6 Graduate development

#### 3.4.6.1 Postgraduate students

The FlyHigher@UP programme has enhanced research support to postgraduate students, contributing to shortened postgraduate degree completion periods, increased throughput rates, growing a diverse postgraduate student community, and an enriched postgraduate experience.

A number of graduate support hubs were launched in 2023, starting with the Graduate Hub on the Hatfield Campus in February 2023 and the Faculty of Health Sciences' Research Hub later in the year. Along with other similar spaces within faculties, the hubs provide dedicated space to provide holistic support to postgraduate students and postdoctoral fellows. As 'one-stop shops', these spaces contribute to further building a dynamic graduate culture at UP through scholarly and social

activities, and with postgraduate students and fellows actively shaping the offerings and support for a great training experience at the University.

### 3.4.6.2 Postgraduate recruitment and enrolment

Postgraduate programmes are central to the achievement of the University's strategic goals, especially those focused on enhancing access to higher education, research activities, societal impact and the international profile of the University. As shown in Table 3.21, postgraduate enrolments have remained stable for both PhD and master's programmes.

Table 3.21 UP master's and doctoral enrolment, 2019–2023

Level	2019	2020	2021	2022	2023
Master's degrees	6 239	6 248	6 318	6 190	6 220
Doctoral degrees	2 375	2 411	2 537	2 586	2 555

Source: DIP

### 3.4.6.3 Overall enrolment of postgraduate contact students in 2023

A total of 19 690 postgraduate students were enrolled at UP in 2023. This reflects a slight increase on 2022 figures. UP's enrolment of postgraduate students continues to trend towards more female students (60.52%) and students of colour (69.59%).

Table 3.22 Undergraduate and postgraduate enrolment (contact, distance and online students), 2023

Study Level	Race				Gender		
	Black	White	Unknown	Total	Male	Female	Unknown
Undergraduate	23 721	12 244	3	35 968	14 029	21 845	94
% of total	65.95%	34.04%	0.01%	100.00%	39.00%	60.73%	0.26%
Postgraduate	13 168	4 332	10	17 510	6 850	10 644	16
% of total	75.20%	24.74%	0.06%	100.00%	39.12%	60.79%	0.09%
Occasional	265	161	7	433	174	259	0
% of total	61.20%	37.18%	1.62%	100.00%	40.18%	59.82%	0.00%
<b>GRAND TOTAL</b>	<b>37 154</b>	<b>16 737</b>	<b>20</b>	<b>53 911</b>	<b>21 053</b>	<b>32 748</b>	<b>110</b>
<b>% of total</b>	<b>68.92%</b>	<b>31.05%</b>	<b>0.04%</b>	<b>100.00%</b>	<b>39.05%</b>	<b>60.74%</b>	<b>0.20%</b>

Source: HEMIS

### 3.4.6.4 Financial support for postgraduate students

UP provides bursaries to academically deserving students who are in financial need to support them in their pursuit of postgraduate qualifications. The table below shows the numbers of postgraduate students who received UP-funded bursaries in 2023.

*Table 3.23 Number of postgraduate students provided with UP financial support in 2023*

Postgraduate level	Number of students funded
Doctoral students	1 037
Master's students	973
Honours students	570
<b>Total</b>	<b>2 580</b>

Source: DRI (March 2023)

### 3.4.6.5 Postdoctoral research fellowships

The UP Postdoctoral Research Fellowships Programme provides support for postdoctoral fellows to conduct research under the leadership of expert academic researchers. As part of research teams across different faculties, research centres and institutes, and the transdisciplinary platforms, postdoctoral fellows play an important role in various research activities and contribute significantly to the University's standing as a global leading research-intensive university.

*Table 3.24 Sources of funding for postdoctoral fellows from 2019–2023*

Category	2019	2020	2021	2022	2023
UP-funded	26	60	85	67	74
Senior UP-funded	21	28	9	7	13
UP VC-funded	4	0	0	0	0
UP co-funded	0	0	0	25	32
Claude Leon Foundation	4	2	3	1	0
NRF funded	91	64	56	62	35
Faculty strategic funds	30	19	3	33	23
Mellon Foundation	4	8	7	7	2
CSIR	2	3	1	2	0
AESOP	0	0	0	0	0
South African Reserve Bank	4	4	4	3	1
Future Africa	0	14	4	0	0
Other externally funded	79	62	111	84	145
<b>Total</b>	<b>295</b>	<b>264</b>	<b>283</b>	<b>291</b>	<b>325</b>

Source: DRI

In line with the goal of enhancing the University's international profile, UP attracts postdoctoral fellows from several countries across the world. The table below shows that international postdoctoral fellows have constituted 60% of the total number of postdoctoral fellows at UP.

*Table 3.25 Number of international and SA postdoctoral fellows at UP, 2019–2023*

	2019	2020	2021	2022	2023
International	160	161	164	175	196
International as % of total	60.60%	61.00%	57.90%	59.3%	60%
South African	104	103	119	120	129
South African as % of total	39.40%	39.00%	42%	40.7%	40%
<b>Total</b>	<b>264</b>	<b>264</b>	<b>283</b>	<b>295</b>	<b>325</b>

Source: DRI

The University continues to make efforts to achieve a gender balance in the postdoctoral fellowship programme. In 2023, 53% of the postdoctoral research fellows were female and 47% were male. The table below shows the distribution of the University's postdoctoral research fellows by gender.

*Table 3.26 Gender profile of UP postdoctoral fellows, 2019–2023*

	2019	2020	2021	2022	2023
Male	146	140	145	149	154
% of total	55.30%	53.00%	51.20%	50.5%	47%
Female	118	124	138	146	171
% of total	44.70%	47%	48.80%	49.5%	53%
<b>Total</b>	<b>264</b>	<b>264</b>	<b>283</b>	<b>295</b>	<b>325</b>

Source: DRI

### 3.4.7 Awards and recognition

There are numerous awards and accolades that academic staff and students at UP receive in recognition of their achievements, with some of these highlighted in the reports of the Chairperson of Council and the Vice-Chancellor and Principal. The focus here is on the internal research awards celebrated at UP's annual Academic Achievers Awards gala event.

#### 3.4.7.1 Internal research awards

The Academic Achievers Awards celebrate and honour academic achievers and researchers for their scholarly contributions. There are five categories of UP awards that pertain to research and postgraduate education in particular: the Chancellor's Award (for teaching and learning, and research), the Vice-Chancellor's Book Awards, the Vice-Chancellor's Award for Excellent Supervision, Exceptional Academic Achievers Awards, Exceptional Young Researchers Awards, and the recognition of National Research Foundation (NRF)-rated researchers. The Vice-Chancellor's report (in Section 7.8.1) lists the recipients of the Chancellor's Award for Research, the Vice-Chancellor's Book Awards and the Vice-Chancellor's Award for Excellent Supervision.

##### *Exceptional Academic Achievers Awards*

These awards are made in recognition of senior academics who are highly regarded by their peers and have consistently excelled in the areas of under- and postgraduate teaching and learning, research, community service and administration. The following awards were made for 2023:

- Prof MN Pillay (Department of Computer Science)
- Prof M Venter (Department of Medical Virology)
- Prof FJ Viljoen (Centre for Human Rights)
- Prof ADS Bastos (Department of Zoology and Entomology)
- Prof N Lall (Department of Plant and Soil Sciences)
- Prof J Banasiak (Department of Mathematics and Applied Mathematics)

##### *Exceptional Young Researchers*

This award is given to exceptional young achievers in research, as seen against the University's strategic goals of achieving academic excellence, international competitiveness and local relevance. The following awards were made for 2023:



- Prof A Mazenda (School of Public Management and Administration)
- Prof V Marivate (Department of Computer Science)
- Dr A Kasonga (Department of Physiology)
- Prof K Mokoala (Department of Nuclear Medicine)
- Dr C Okorie (Department of Private Law)
- Dr CS Anabati (Department of Mathematics and Applied Mathematics)
- Dr S Malgas (Department of Biochemistry, Genetics and Microbiology)

### 3.4.7.2 External research awards

It was another exceptional year for UP researchers, with our academic staff being honoured by a wide range of organisations. Information on research awards is provided in Sections 7.8.1 and 7.8.2.

## 3.4.8 Research funding

Success in securing external research grants and contracts is necessary to boost research funding and validate the recognition UP receives as a research-intensive university that undertakes research that has a high impact and is relevant to the contexts in which we live.

### 3.4.8.1 External funding

The University's external research funding is increasing following the decline experienced during the peak pandemic years of 2020 and 2021. The income in 2023 increased by R33.5 million, with growth in funding from national, private sector and international grants. Funding from government departments and linked entities continued to decline.

*Table 3.27 External research funding (ZAR), 2019–2023*

Government related:	2019	2020	2021	2022	2023
DSI, NRF, CSIR Cancer Association, Eskom, MRC, ARC, WRC, TIA and other government agencies, and research grants	397 911 360	351 909 595	303 576 159	300 909 759	277 745 094
<b>Other funds:</b>	<b>319 942 625</b>	<b>274 803 700</b>	<b>311 342 027</b>	<b>378 834 628</b>	<b>435 596 899</b>
National institutes and centres	24 123 071	18 458 224	35 518 764	29 049 678	39 782 134
Private-sector research contracts	95 009 218	95 360 843	83 997 969	93 899 834	145 117 713
International grants	200 810 336	160 984 633	191 825 294	255 885 116	250 697 052
<b>TOTAL</b>	<b>717 853 985</b>	<b>626 713 295</b>	<b>614 918 186</b>	<b>626 713 295</b>	<b>713 341 993</b>

**Source:** Finance Department, February 2024 (excludes Enterprises UP)

The European Union (EU) remains an important source of funding for global research. UP has been an active participant in the EU's flagship research funding programme, Horizon Europe, which was launched in June 2021. This programme focuses on the establishment of international consortia of researchers cooperating globally in various fields to solve complex international problems. During 2023, eight new EU projects were approved – this includes projects in the Horizon Europe programme, the Intra-Africa mobility scheme and Jean Monnet programmes of the European Education and Culture Executive Agency (EACEA) and the Biodiversa+ programme, which is the European Biodiversity Partnership programme that supports excellent research on biodiversity. UP

is a partner in all these projects, except for the Intra-Africa mobility scheme project where UP is the coordinator.

Besides these programmes, UP is also an active participant in the Capacity-building in Higher Education programme of the EACEA, the ERA-NET Co-fund on Food Systems and Climate (FOSC), M-ERA.NET funding for material science and engineering and the LEAP-RE a Long-Term Joint Research and Innovation Partnership on Renewable Energy between the European Union and the African Union, which in certain cases also involves industrial partners. These projects also consist of international consortiums and, in most cases, besides the Capacity-building in Higher Education programme, are funded by the national funding bodies of the respective participating countries through funding received by the European Commission or by national funding made available by the respective national funding bodies and/or departments.

Examples of EU-funded projects include the following:

#### *Capacity-building for Engineering Education / CB4EE*

The CB4EE project focuses on developing transformative research capacities and co-creating actionable knowledge to implement changes to curricula in different African regions. The main objective is the development of a sustainable and active community on the continent, as well as the promotion of mobility of students to participate in postgraduate studies on climate change and the dissemination and long-term sustainability of the project.

#### *Translating Science into Policy: A Multisectoral Approach to Adaptation and Mitigation of Adverse Effects of Vector-borne Diseases, Environmental Pollution and Climate / PLANET4HEALTH*

PLANET4HEALTH provides new knowledge and tools on environment degradation and its impact on human, animal, and ecosystems health. The project results will support policy-making and citizens' awareness of sustainable planetary health, climate and environmental policies and adaptation and mitigation strategies to natural hazards.

PLANET4HEALTH will develop collaborations from a large variety of organisations in environmental and climate science; public health; epidemiology; veterinary medicine; social, political and economic science; engineering; law and ethics; and communication, to produce solid knowledge and tools to facilitate learning and practice on the interaction between the natural system and human health.

#### *Food Safety for Africa / FS4AFRICA*

The Food Safety for Africa (FS4Africa) project is designed to address food safety challenges in Africa. Attention is given to addressing food safety issues associated with weak channels for value chain organisation, traceability and authentication of safe food. Food safety challenges addressed include mycotoxin contamination in multiple food crops, including food and feed; pesticide residues in grains and vegetables; microbial contamination, particularly *Escherichia coli* contamination; and adulteration of foods. The aim of the project is to improve African food safety systems paying particular attention to the informal sector – through local market transformation, enhancing food security, and regional trade while reducing negative impacts on the environment, biodiversity, health and society.

*Mainstreaming Integrated Assessment Models by embedding behavioural change and actor heterogeneity, and increasing their outreach to citizens, communities and industrial actors / CHOICE*

Integrated Assessment Models (IAMs) are invaluable instruments for modelling climate stabilisation pathways and for supporting policy makers in taking better informed decisions. Nevertheless, the mitigation options traditionally focused on in IAMs are the supply-side measures. In contrast, due to the inherent complexity and actor heterogeneity, less attention was paid to demand-side and food system representation. The aim of the EU-funded CHOICE project is to close this gap by integrating integrated assessment models into consumer, producer and stakeholder decision-making processes in the areas of food, agriculture and land use.

*Biospheres as Effective Conservation Measures / BECOME*

The project (“BECOME”) will use UNESCO Biosphere Reserves (BRs) as model systems to understand how to manage synergies and trade-offs between conservation objectives and human development, through pluralistic and inclusive landscape-scale approaches to conservation.

BECOME will take both an inter- and a transdisciplinary, combining diverse methodologies for evaluating the effectiveness of BR management in supporting conservation and biocultural diversity. BECOME will harness existing data resources and infrastructure, including longitudinal governance and biodiversity data, to analyse BR effectiveness across temporal and spatial scales. The project will contribute to the implementation of global and national policy frameworks towards the conservation of biological diversity by generating actionable knowledge.

### 3.4.8.2 Internal funding

UP continues to invest in research through internal funding instruments and support mechanisms. Internal funding allocations for research and postgraduate education are shown in the table below. The recent increases are primarily a result of increased allocations to postgraduate bursaries, publication fund disbursement, postdoctoral fellowships and upgrading and maintenance of research equipment.

*Table 3.28 Internal research funding (ZAR), 2019 - 2023*

	2019	2020	2021	2022	2023
Upgrading and maintenance of research equipment	47 800 000	50 700 000	53 200 000	55 900 000	59 300 000
Patents and IP	3 500 000	3 500 000	3 720 000	3 750 000	3 750 000
Publications funds	26 807 500	28 196 400	30 749 676	35 500 000	37 275 000
UP postgraduate bursaries	44 270 000	44 000 000	72 775 000	46 625 000	65 596 250
Postgraduate incentive fund	6 500 000	6 500 000	6 500 000	6 500 000	6 500 000
Postdoctoral fellowships	9 600 000	10 000 000	10 000 000	10 000 000	20 000 000
Research fellowships	1 000 000	1 000 000	1 000 000	700 000	700 000
UP Research Development Programme	5 500 000	5 500 000	5 300 000	5 300 000	5 300 000
Creative outputs	1 500 000	1 500 000	1 500 000	960 000	960 000
Strategic research projects	3 000 000	3 396 438	3 415 584	4 910 000	2 175 000
<b>TOTAL</b>	<b>146 477 500</b>	<b>147 792 838</b>	<b>188 160 260</b>	<b>170 145 000</b>	<b>201 556 250</b>

Source: DRI and Finance Department

### 3.5 Composition and Size of the Student Body

The tables below provide an overview of the size and composition of the student body in 2023.

*Table 3.29 Enrolment growth, undergraduate and postgraduate contact students (excluding occasional students), 2023*

GENDER	2022 Total	2023 Male	2023 Female	2023 Not specified	2023 Total	% Increase from 2022
Total undergraduate (UG)	36 467	13 687	21 299	94	35 080	-3.80%
Total postgraduate (PG)	13 101	5 756	7 440	14	13 210	0.83%
Total (excluding occasional students)	49 568	19 443	28 739	108	48 290	-2.58%

Of the total enrolment of 48 290 contact students (excluding occasional students) in 2023, 27.36% were postgraduates (Table 3.30), of which 69.46% (9 176) were black<sup>1</sup> (Table 3.30). The percentage of black contact students (undergraduate and postgraduate) was 66.39% in 2023 (Table 3.22) and, in addition, almost all the students enrolled for distance education were black.

*Table 3.30 Summary of contact student numbers per race group (excluding occasional students), 2021–2023*

RACE GROUP	2021			2022			2023		
	UG	PG	TOTAL	UG	PG	TOTAL	UG	PG	TOTAL
African	19 024	7 432	26 456	19 531	7 618	27 149	19 278	7 886	27 164
Coloured	1 161	401	1 562	1 147	462	1 609	1 091	484	1 575
Indian	2 551	830	3 381	2 495	814	3 309	2 514	806	3 320
White	14 305	4 443	18 748	13 279	4 199	17 478	12 194	4 030	16 224
Not disclosed	2	11	13	15	8	23	3	4	7
TOTAL	37 043	13 117	50 160	36 467	13 101	49 568	35 080	13 210	48 290

A breakdown of the number of distance- and online-education students is given in Table 3.31.

*Table 3.31 Distance and online education, 2021–2023*

Level	2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Undergraduate	75	117	192	231	378	609	342	546	888
Postgraduate	838	2 323	3 161	1 030	2 863	3 893	1 096	3 204	4 300
Total	913	2 440	3 353	1 261	3 241	4 502	1 438	3 750	5 188

<sup>1</sup> 3 Black includes African, Coloured and Indian students.

As shown in Table 3.31, enrolments in distance and online education in 2023 increased by 15.24% compared to 2022. The increase in enrolments is a result of the following online programmes – PGDip in Public Management and PGDip in Public Health.

### 3.6 Access to Financial Aid

The University continues to provide funding support to enable access to higher education for financially disadvantaged students. The University implemented a large portfolio of bursaries (see Table 3.32 below) consisting of the University's own funds, funds raised through donations, gifts, grants, and funding administered on behalf of third parties such as state departments, foundations and provincial governments, and also has a strategic bursary fund to ensure that its diversity targets in undergraduate and postgraduate student numbers are met. The following are the key highlights from Table 3.32:

- In 2023, total financial aid decreased by 9% to a total of R2 097 million;
- Contributions from UP's own funds increased by 5% to R178 million notwithstanding the challenging financial environment;
- There was a decrease of 13% to R1 506 million in managed funding from third parties, mainly due to NSFAS's centralised funding activities (including NRF and studentships);
- There was a 1% increase in funding received from external sources (municipalities, provinces, state departments and others); and
- NSFAS funding administration was centralised in 2017 and now mainly constitutes DHET bursary funding to financially disadvantaged students. NSFAS has yet to close the 2017-2023 funding cycles. Accordingly, the amounts for NSFAS awards may change. NSFAS funding decreased with 16%, to R1 221 million as a result of not settling the payments for 2023 and the implementation of the accommodation cap of R45 000 per student.

No qualifying NSFAS students were required to make upfront payments (a first payment) when registering for the 2023 academic year. The University also worked closely with NSFAS to support students who may have qualified for NSFAS, but who had not submitted their applications timeously, as well as those students who had appealed NSFAS decisions.

UP Assist funding was made available to missing middle students who were financially needy, with priority given to final-year students.

Table 3.32 Financial aid to students, 2018–2023

	2018	2019	2020	2021	2022	2023
	Rm	Rm	Rm	Rm	Rm	Rm
<b>BURSARIES</b>						
<i>Awarded from own funds:</i>						
Merit awards	46.85	48.97	48.17	65.97	48.88	48.79
Postgraduate awards	40.26	55.92	66.19	65.60	60.42	63.79
Sports bursaries	8.92	9.58	6.39	7.80	8.88	8.23
Special bursaries*	18.62	16.39	19.21	21.47	21.35	24.00
Fundi (previously Eduloan)	2.19	2.11	1.85	1.59	1.71	1.91
Personnel bursaries	23.59	23.49	24.11	23.34	23.50	26.57
Family discount	5.28	6.96	5.75	5.33	4.84	4.87
Subtotal	145.71	163.42	171.67	191.10	169.58	178.16
<i>Awarded from funds allocated to UP:</i>						
NSFAS bursaries	538.02	815.11	1 057.77	1 321.47	1 451.79	1221.13
NRF	64.64	51.37	59.20	51.26	65.06	73.64
General studentships**	77.33	91.98	79.39	89.45	89.33	94.74
Other managed funds	88.09	99.19	78.95	99.87	116.38	116.53
Subtotal	768.08	1 057.65	1 275.31	1 562.04	1722.56	1506.04
<i>Awarded by external organisations and administered by UP:</i>						
Municipalities	12.52	16.5	11.66	9.91	6.80	7.03
Provinces	86.72	70.71	63.54	56.38	46.90	51.93
State departments	16.23	17.83	17.67	15.98	18.32	18.52
General	269.49	307.72	301.95	296.00	311.97	311.02
Subtotal	384.96	412.76	394.82	378.26	384.00	388.51
<b>SUBTOTAL: BURSARIES</b>	<b>1 298.75</b>	<b>1 633.83</b>	<b>1 841.80</b>	<b>2 131.4</b>	<b>2 276.13</b>	<b>2 072.70</b>
<b>LOANS</b>						
<i>Awarded from own funds:</i>						
UP loans	9.12	15.17	9.42	10.95	6.28	7.46
<i>Awarded from funds allocated to UP:</i>						
National Student Financial Aid Scheme	1.7	-	-	-	-	-
<i>Awarded by external organisations and administered by UP:</i>						
Fundi (previously Eduloan)	19.74	18.96	16.65	14.34	15.39	17.05
<b>SUBTOTAL: LOANS</b>	<b>30.56</b>	<b>34.13</b>	<b>26.07</b>	<b>25.29</b>	<b>21.67</b>	<b>24.60</b>
<b>TOTAL: BURSARIES AND LOANS</b>	<b>1 329.31</b>	<b>1 667.96</b>	<b>1 867.87</b>	<b>2 156.69</b>	<b>2 297.80</b>	<b>2 097.31</b>

\* Special bursaries include the Vice-Chancellor and Principal's special awards for disadvantaged students, Dux learner bursaries, Veterinary Science bursaries, BSc four-year bursaries, UP with Science bursaries, as well as bursaries awarded from grant funds.

\*\* Studentships are bursaries awarded by faculties, mainly to master's and doctoral students from externally sourced funds.

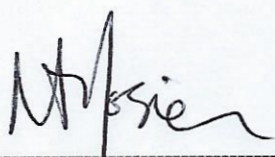
The University recognises the importance of postgraduate education in contributing to high-level skills development and specialised knowledge nationally, and to replenishing the human capital required by the country. Students who have been admitted to postgraduate programmes and have the necessary academic merit are eligible to be nominated for UP postgraduate bursaries. The



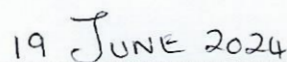
University supports postgraduate students in applying for bursaries from external bodies (such as the NRF) and coordinates the allocation of NRF block grants to ensure that all available funds are allocated. From 2019, the University implemented a plan whereby financially challenged postgraduate students who qualify academically can apply for the award of a UP grant equivalent to the upfront or first payment.

### 3.7 Concluding Comment

As can be seen from the foregoing report, it is clear that during 2023, the Senate of the University of Pretoria fulfilled its statutory mandate as set out in the University Statute. As the highest academic decision-making body of the University, Senate played a vital role in fostering and supporting the vision and strategic goals of the University.



Prof NT Mosia  
*Chairperson of Senate*



Date

## 4. REPORT OF THE INSTITUTIONAL FORUM TO COUNCIL

The Institutional Forum (IF) advises Council and the Executive on the following matters affecting the University:

- the implementation of the Act and national policy on higher education;
- the formulation of race and gender equity policies;
- the selection of candidates for senior management positions;
- codes of conduct;
- mediation and dispute resolution procedures;
- the formulation of policy for fostering an institutional culture characterised by tolerance, respect for fundamental human rights and a positive academic climate; and
- the management of cultural diversity on the University's campuses.

In 2023, the IF was constituted in terms of the 2022 Statute given the changes in the composition of the IF following the amendment of the Statute. In terms of the Statute (2022), the IF comprises two representatives of the Executive of the University appointed by the Principal, two representatives of Council elected by Council, two representatives of Senate appointed by Senate, a maximum of three representatives elected from the ranks of the trade unions and staff associations recognised as such by the University, five student representatives appointed in accordance with an appointment procedure of the SRC set out in the Institutional Rules (including one student living with disabilities), five academic representatives elected from the ranks of the academic employees, and five professional services representatives elected from the ranks of the professional services employees. The Office of the Registrar conducted an election process to elect the members in the latter two categories. The outcome of the voting process resulted in the election of three professional service staff representatives elected from the ranks of the professional service employees, and two academic representatives elected from the ranks of the academic employees. The process to elect staff members for the remaining vacancies will be undertaken in 2024.

At the Council meeting of 16 March 2023, Council deferred the appointment of a Council member to serve on the Institutional Forum until such time that the processes for the filling of the internal vacancies on Council had been completed. Council subsequently appointed a member to the IF at its meeting of 23 November 2023. This appointment is in addition to the Council member that was appointed in 2022 to serve on the IF. Given the expiry of the term of the outgoing Chairperson and the need to reconstitute the IF in accordance with the amended Statute, the IF resolved to appoint an Interim Chairperson for a period not exceeding one year.

The IF met four times in 2023, and contributed significantly towards policy development in the University. The Forum provided extensive inputs on the Institutional Transformation Plan (2023-2027) and the revised Learning and Development Policy. The Forum expressed its support for the revised Anti-Discrimination Policy, especially given that the revisions align the Policy to the Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace, 2022. The Policy will be tabled at Council in 2024 for consideration and approval.

The IF received regular updates on the University's progress towards achieving its EE targets. Furthermore, the University's EEA2 report was shared with the Institutional Forum for noting. The Transformation Office periodically provides the Forum with statistics on reported incidents of harassment, sexual harassment, hate speech, unfair discrimination, and intimidation at the

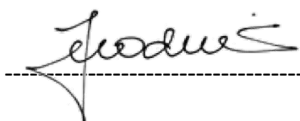


University. The Forum expressed appreciation for the interventions the Transformation Office has put in place to combat such incidents, noting the extensive list of advocacy and training programmes the Transformation Office has implemented and plans to roll out across all UP campuses.

The Institutional Forum drafted its Terms of Reference, which were submitted to, and approved by, Council in November 2023.

The Institutional Forum, with its revised membership, has seen an increased level of involvement from all represented stakeholders, with members demonstrating a clear understanding of the Forum's mandate.

A report on the activities of the IF during 2023 served at Council in November 2023.



Prof JM Modiri

*Chairperson: Institutional Forum*

19 June 2024

Date

## 5. REPORT ON INTERNAL ADMINISTRATIVE / OPERATIONAL STRUCTURES AND CONTROLS

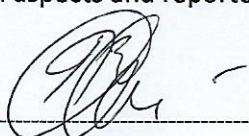
UP is committed to ensuring the accuracy, comprehensiveness and reliability of its reported administrative information, including academic and financial information, as well as information on the sustainability of its operations. This is achieved, amongst others, through maintaining an effective, efficient, and transparent system of governance and internal control. This system is designed to provide reasonable assurance that the University's systems, information and assets are safeguarded against unauthorised activities, and that the University's information systems provide a reliable basis for its academic administration and the preparation of financial statements and related institutional reports.

The internal control systems are based on the University's organisational structure and the division of responsibilities. The University's established policies and procedures, including its General Academic Regulations, the Employee Code of Conduct and related Disciplinary Code, the Code of Conduct for Students and Disciplinary Rules for Students, as well as various academic and administrative procedures, are communicated throughout the institution to foster a strong ethical climate.

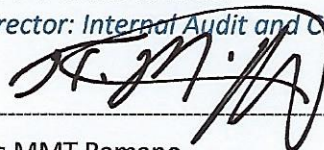
Compliance, ethics and anti-fraud staff training sessions and awareness campaigns are held throughout the year. In addition, the University promotes an ethical student culture through various student academic integrity awareness campaigns. The University has adopted a Whistle-blowing and Anti-Fraud Policy and an Institutional Compliance Framework Policy to establish the University's clear stance on fraud, corruption, legislative and policy non-compliance, and unethical practices and to reinforce existing systems, policies and procedures aimed at preventing, detecting, responding to and reducing the incidence and impact of irregular activities.

Internal academic and financial control systems are appraised on a continuous basis by the Department of Internal Audit and Compliance Services ("Internal Auditors"), which is independent of the University's management and operates in terms of the mandate outlined in the Internal Audit Charter. Weaknesses identified by the internal auditors in respect of the internal control systems are brought to the attention of the external auditors, management and the Audit, IT and Risk Committee of Council. The implementation statuses of all agreed management actions arising from internal audits, as well as from ad hoc review projects (including whistle-blowing investigations) are followed-up with the responsible members of senior and executive management within six to 18 months after completion of each review, and reported to the Audit, IT and Risk Committee of Council.

Based on the results of the planned audits, ad hoc reviews and follow-up reviews undertaken during 2023, key internal administrative and operational controls were found to be generally effective in all material aspects and reported findings did not expose the University to significant risks.



Ms OV Granova-Mooi  
*Director: Internal Audit and Compliance Services*



Ms MMT Ramano  
*Chairperson of the Audit, IT and Risk Committee*

19 JUNE 2024

Date

19 JUNE 2024

Date



## 6. REPORT OF THE AUDIT, IT AND RISK COMMITTEE

The Audit, Information Technology (IT) and Risk Committee of Council is constituted in terms of paragraph 23(1) of Chapter 5 of the UP Statute (2022). The primary purpose of the Committee is to assist Council in discharging its duties related to the safeguarding of the University's assets, updating of the University's accounts to provide a reasonable reflection of its financial and cash-flow position, income and expenditure, assessment of business risks and ensuring that effective internal control systems are developed and implemented, understanding the University's overall exposure to IT risks, and ensuring compliance with all applicable legal requirements, legislation and accounting standards.

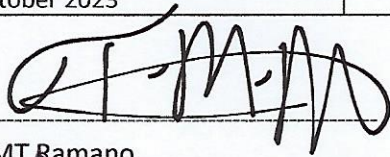
The Committee ensures that the management of the University has a proper risk management framework in place, continually assesses business risks, and ensures that effective control systems aimed at managing material risks, preventing losses and harnessing opportunities, are developed and implemented. The Committee further oversees IT governance and the implementation of the IT governance framework, monitors and evaluates significant IT investments and expenditure, ensures that management has a system in place to manage IT resources efficiently in order to facilitate the achievement of strategic objectives, deliver value and mitigate IT-related risks. The Committee reviews the internal auditor's assessment of risks and approves the internal audit plan, monitors the activities, scope, adequacy and effectiveness of the internal audit function and audit plans, and reviews and/or approves the external audit plans, findings, management letters, reports and fees. The Committee regularly reports to Council on the execution of its responsibilities.

The Committee consists of a minimum of four Council members who possess expertise in, amongst others, auditing, financial management, IT management and risk management, and who are not in the employ of the University. Meetings are attended, by standing invitation or by invitation, by the Vice-Chancellor and Principal, the Registrar, the Executive members responsible for Finance and IT, the Director: Finance, the Director: Internal Audit and Compliance Services, a representative from the co-sourced independent firm of internal auditors, a representative of the external auditors, and a representative from the Office of the Auditor-General of South Africa. The Committee had three meetings in 2023. The minutes of the meetings were tabled at Council for noting.

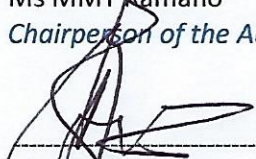
An attendance record of the Committee's meetings is presented in Table 6.1 below.

*Table 6.1 Attendance: Audit, IT and Risk Committee of Council, 2023*

Meeting	Committee members present (of 6 members)	Absent with apology	Vacant seats
11 May 2023	6	0	0
24 August 2023	6	0	0
18 October 2023	4	2	0

  
Ms MMT Ramano  
Chairperson of the Audit, IT and Risk Committee of Council

19 JUNE 2024  
Date

  
Mr BJ Kruger  
Chairperson of Council

19 JUNE 2024  
Date

## **7. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION**

### **7.1 Goals, Plans and Priorities**

UP's goal of becoming a global African university is within reach, with 2023 proving to be a particularly auspicious year. An unprecedented number of inter-institutional agreements as well as advancements in international rankings are paving our future pathway as we head towards re-imagining and re-positioning UP as a leading research-intensive university in Africa.

Now in its fifth year, UP's Africa Global University Project (AGUP) strategy is exceeding expectations in strengthening the University's impact and international recognition. By forging relations on all continents with multiple stakeholders within and beyond universities, AGUP drives the co-production of knowledge to address complex local and global challenges.

This search for answers will be bolstered by the Knowledge Equity Network, launched during Africa Week at UP by partners in Africa, North America, and Europe. It provides a ground-breaking platform designed to inspire closer collaboration across all continents. The network aims to make research outputs and educational material freely available, providing a global platform for collaboration and sharing of expertise.

To attain our vision as a leading research-intensive university in Africa, we are concentrating the University's resources for maximum partnership impact and outcomes. This requires carefully selecting and sustaining partners based on their strengths, alignment with UP's strategy and envisaged joint activities. A particular focus is the drive to make UP a globally recognised university for both research excellence and education. The main focus is to develop the next generation of African researchers and innovation leaders with a global outlook by leveraging transdisciplinary research and attracting world-class researchers.

We will continue striving to meet our goals for the greater good and benefit of society as a whole. Our strategic goals are:

- I. To enhance access and successful student learning
- II. To strengthen the University's research, international profile, and global engagement
- III. To foster and sustain a transformed, inclusive, and equitable University community
- IV. To enhance institutional sustainability
- V. To strengthen the University's social responsiveness and impact in society

### **7.2 Impact of Sector Developments**

Student debt and the management of issues by the National Student Financial Aid Scheme (NSFAS) continue to be causes for concern. A new funding system for students and the system as a whole has yet to emerge from the government. Furthermore, the demand from students requiring funding is not decreasing. NSFAS received over 1 million applications from individuals seeking funding to study at public universities and Technical Vocational Education and Training (TVET) colleges for the 2023 academic year.

In addition to these issues, the rolling power cuts, euphemistically known as ‘load shedding’, are placing huge pressure on our resources.

### **7.2.1 Funding**

We are aware of the continuous need for financial resources to pursue excellence and innovation, a challenge faced by universities across South Africa and in other parts of the world. Private funding plays a pivotal role in UP’s growth and sustainability, facilitating access and success for students, particularly those from disadvantaged backgrounds. The continual reductions in state subsidies and earmarked grants pose a serious threat to the University’s ability to provide quality education and produce world-class research.

The Minister of Higher Education, Science and Technology, Dr Blade Nzimande, reported in 2023 that student debt owed to tertiary institutions amounted to approximately R16,5 billion. In addition, the Department of Higher Education and Training (DHET) announced that all prospective students who had been approved for NSFAS funding, could register for the 2023 academic year without having to pay a registration fee. This places further strain on the financial stability of the tertiary sector.

Financial aid to the University in 2023 decreased by 9% to a total of R2 097.31 million. This resulted in the total for student bursaries and loans declining slightly from 2022 figures, which stood at R2 297.80 million.

## **7.3 New Developments**

### **7.3.1 Digital Transformation Strategy**

The University’s agility in fast-forwarding the use of technology has enabled us to make important advances in teaching, learning, research and innovation. Using digitalisation as an essential resource, we have broadened our reach and built on each other’s areas of expertise with transdisciplinarity as the driver.

The UP Strategic Plan 2022–2026 and Beyond requires the University to continue reimagining the future to make UP a world-class institution. In keeping with THE UP WAY, we need to constantly evolve and innovate. A significant part of this reimagined future requires the University to reconsider the use of current technologies and identify new technologies to become a leader within the digital transformation space.

In this regard, we launched a strategy that articulates UP’s vision to fundamentally change how we operate and deliver value to our customers through the integration of technologies across the institution. Adopting the much-anticipated Digital Transformation Strategy at our institution is essential for us not only to remain competitive, but to stay relevant and be able to serve the requirements of students, academics, and staff in the fast-paced, technologically driven world of today.

Through the Digital Transformation Strategy, we aim to:

- enhance the learning experience;
- increase operational efficiency; and
- support research and innovation.

The strategy builds on the University's existing academic and technological strengths while fast-tracking new initiatives.

We realise the inherent threat that new developments hold for the academic world. ChatGPT has disrupted the status quo globally in higher education as students have begun using it to write their essay submissions. It is essential for lecturers to carefully evaluate the benefits and limitations of these AI technologies, including potential ethical concerns, and to adapt their teaching and assessment strategies to align with the changing educational technology landscape. UP has developed guides to assist lecturers and students in comprehending the nature and potential use of ChatGPT.

We also know that preparing our students for automation, digital platforms and other innovations is the cornerstone of education for a future that is already on our doorstep. As mentioned previously, the first research chair in the Biodiscovery Centre, launched in 2023, will help us make immense strides towards this goal. An agreement between the Faculty of Natural and Agricultural Sciences, M2Bio Sciences (a private company) and Enterprises University of Pretoria, will see research focused on science and evidence-backed premium health and wellness products. An integral part of the research is to use artificial intelligence for the discovery of natural product lead compounds that can be developed as pharmaceutical and food ingredients. The Centre is led by Professor Vinesh Maharaj.

In a first for Africa, UP's Faculty of Health Sciences has launched an interactive 21st-century hi-tech library, seeking to bridge the gap between learning and innovation, and providing virtual spaces and the technology for students to reach their potential. The library also aligns with international library trends of promoting collaborative student learning through innovation and technology.

On a practical level, the University launched its first fully online undergraduate programme, the Higher Certificate in Sports Sciences, through UP Online as part of its Comprehensive Online Education Services (COES). This initiative enhances accessibility to UP's prestigious programmes for students seeking flexible learning options.

### **7.3.2 Energy Advisory Committee**

Due to the ongoing load shedding challenges, the University has established an Energy Advisory Task Team, which will be led by the Chief Operating Officer, Mr Sandile Mthiyane, the Vice-Principal: Research, Innovation and Postgraduate Education, Prof Sunil Maharaj, and the Executive Director: Finance and Business Initiatives, Prof Carolina Koornhof. The task team will comprise, among others, experts from the Faculty of Engineering, Built Environment and Information Technology and the Faculty of Economic and Management Sciences, the Director of Institutional Advancement, Mr Rikus Delpont, alumni, and other relevant stakeholders.



The committee's scope of work will not only include finding solutions for the immediate crisis, but will also focus on finding medium to long-term solutions to the energy crisis in the country.

## **7.4 Student Access and Success**

The University is fully committed to supporting and assisting students and eliminating obstacles to success. Student success also includes job readiness, preparation for postgraduate studies, and post-graduation employment.

### **7.4.1 Student access**

We continue to experience an increase in students wishing to study at UP, and successfully enrolling. The total headcount in 2023 was 56 584, which is just over 2 000 more than for the 2022 academic year (54 466). This includes 36 893 undergraduates and 19 691 postgraduates.

We hosted an in-person Welcome Day for our new cohort of students for the first time since the onset of the COVID-19 pandemic. UP welcomed 8 500 new students on campus, selected from well over 40 000 prospective students. Among this cohort were more than 1 400 students who achieved an average of more than 80% in the 2022 National Senior Certificate, including the top two Gauteng achievers, Emily Jane Hawkes and Christelle Jones.

Recipients of UP's Vice-Chancellor's Distinguished Merit Awards (VCDMA) were honoured at the Welcome and Leadership Conference, which was held as an in-person event for the first time since the start of the COVID-19 pandemic. This annual three-day event celebrates the top Grade 12 academic achievers who chose to further their studies at UP. The award provides the recipients with funding for the duration of their undergraduate studies. The conference started in 2016 with only 13 students. Since then, a total of 400 students have received the distinguished merit award.

Another successful in-person event was the annual #ChooseUP Day, held across UP's seven campuses, to provide prospective students and parents/guardians with a glimpse of our staff, campuses, student services, and facilities in preparation for the 2024 academic year. The thousands of visiting prospective students reaffirmed the University's status as a top choice for many in South Africa and beyond. Six conditionally accepted students won Vice-Chancellor's #ChooseUP Day bursaries worth R20 000 each for the 2024 academic year.

The University also hosted its first Postgraduate Virtual Information Session to showcase our world-class facilities, research, and expertise. The session was an excellent opportunity for prospective postgraduate students to gain valuable insight into furthering their studies by pursuing a postgraduate qualification at UP. The top ten countries that viewed the session were South Africa, followed by India, Botswana, Tanzania, Eswatini, Nigeria, Lesotho, the USA, Zimbabwe, and Ghana. Prospective students utilised a live-chat option, where they engaged with faculties about programmes on offer and postgraduate support services.

### 7.4.2 Student success

Our graduation rates demonstrate our capability to deliver the human capital needed to develop South Africa, our African continent, and indeed, the world. Section 3.3.9 provides information on our graduate outputs in 2023, showing that we increased the number of graduates across all levels. For example, we graduated 424 doctoral graduates in 2023, compared to 333 in 2022.

Special mention must go to UP Biochemistry master's graduate Vusi Chiloane. He pulled off a rare academic hat trick when he completed his third UP degree in a row *cum laude*. What makes this feat even more impressive is that while studying, he was also managing a hereditary condition that was causing his eyesight to deteriorate. He had previously received his BSc and honours degree in the same discipline from UP. To top it all, Chiloane also received the Labotec Prize, which is awarded to the student who obtains the highest mark for their MSc dissertation in biochemistry.

Honorary doctorates were awarded to 10 recipients for their exceptional contributions to society. They are:

- Dr Tedros Adhanom Ghebreyesus, Director-General of the World Health Organisation;
- Mr Laurie Dippenaar, South African entrepreneur, innovator and philanthropist;
- Professor Isabel Apawo Phiri, Malawian theologian and Deputy Secretary for the World Council of Churches since 2012;
- Mr Verne Sheldon Harris, Head of Leadership and Knowledge Development at the Nelson Mandela Foundation;
- UP's Emeritus Professor Kevin Wall, a civil engineer and town planner with a lifetime focus on improving service delivery in South Africa;
- Dr Tarek M Khalil, founding President, Provost, and Dean of the Nile University's Graduate School of Management of Technology;
- Professor Louise Fresco, a world-renowned expert in the field of agriculture and food security;
- Dr Peter Magubane, legendary South African photographer (died 1 January 2024);
- Professor David Nabarro, Director and Chair of Global Health at Imperial College London's Institute of Global Health Innovation, who was also a Special Envoy on COVID-19 for the World Health Organisation; and
- UP alumnus Professor Carel IJsselmuiden, Executive Director of the Council on Health Research for Development and founding Director of UP's School of Health Systems and Public Health, who received the Chancellor's Medal.

### 7.4.3 Preparing students for the world of work

The University's ongoing efforts to make our students fit for the new way of working have earned us international recognition. In the 2024 QS World Universities Rankings, UP was ranked first in South Africa and 159<sup>th</sup> in the world according to the Employer Reputation indicator. This confirms that we produce graduates who understand the world of work and can make a valuable contribution immediately.



The University offers a wide range of free courses that are available online on clickUP (the University's learning management system). The Ready for Work courses help our students to prepare for the workplace and know what to expect from a corporate work environment. UP students also have access to the Entrepreneurship programme, another free online course that teaches them how to use their knowledge, skills and talents to start their own businesses, enabling them to become job creators rather than job seekers.

Our programmes and services shone in the 2023 South African Graduates Employers Association (SAGEA) awards. UP-Career Services Mentorship Programme, available to all final-year students to hone their skills, was adjudged to be the Best Mentorship Programme. The Career Services office also won the SAGEA Best Career Services award. The programme recognises the importance of students receiving guidance from industry specialists to prepare them for the world of work. It aims to link students with industry experts for six months.

UP's Digital Capability Laboratory, launched towards the end of 2022, is an employability-focused laboratory that helps students develop the requisite skill-set to thrive in and adapt to the constantly evolving world of work. It aims to address South Africa's staggering youth unemployment rate by upskilling students to develop them into employable, innovative, and solution-driven graduates.

The lab was launched as part of the European Union's (EU) Erasmus+ SUCSESS Project, an initiative that researches ways to tackle the scourge of youth unemployment and boost student employability in South Africa. UP is one of six higher education institutions involved in the EU Erasmus+ SUCSESS Project.

## **7.5 Student Life**

A vibrant student experience encompasses more than successful grades and social connections. Like many tertiary education institutions, we experience an increasing number of referrals for mental health services.

### **7.5.1 Student health and well-being**

In 2023, the Student Counselling Unit (SCU) built further on the philosophy that student wellness and emotional resilience contribute to student success. The Unit has increased its proactive and preventative offerings to develop health and wellness information and literacy among the University's students.

Among the services it offers are presentations at faculty houses or residences on mental health topics, such as managing anxiety, building resilience, and combatting procrastination. Peer-to-peer support groups online as well as in some residences create a platform for students to support one another. Student support requests are managed by one of the registered counsellors, who either responds to the enquiry or allocates the student to one of the mental health care providers in the team. The SCU also introduced a new service: quick mental health consultations for students who would rather come in to talk with one of the counsellors.

The SCU has also made significant progress in addressing various faculty committees, student society structures, and student leadership structures on mental health and wellness, as well as on training wellness supporters among the student leaders (such as the STARS mentors and the SRC). In addition, two mental health student societies were formally registered in 2023, namely Mind Matters and GenZen. Collaborations with these societies have already started.

As examinations can be a trigger for emotional distress, we rolled out the OWN YOUR EXAMS campaign, aimed at creating awareness around exam and test writing rules. The campaign is ongoing throughout the year, with more emphasis before and during exam time. This support campaign supplements the many formal campaigns we have in place to help our students succeed at their studies.

### **7.5.2 Community engagement**

We encourage our students to contribute to their communities through knowledge co-creation and civic responsibility. In 2023, all faculties were extensively involved in compulsory Curricular Community Engagement (CCE), with 24 357 students across 233 modules. The engagement covered diverse projects and sites, from the Eskom Expo to hospitals and welfare organisations, and featured a wide array of engagement locations, including early childhood development centres, animal shelters, schools, clinics, farms and nature reserves.

As an example, the Faculty of Engineering, Built Environment and Information Technology (EBIT) launched a new computer laboratory at the Edward Phatudi Commemorative School in Atteridgeville. This initiative is part of the faculty's Adopt-A-School project aimed at giving back to the community. The faculty will also assist the school with various other resources, such as developing a go-green project, offering a mentorship programme in basic computer training to learners, and assisting with preparations for the Eskom Expo for Young Scientists.

Students from EBIT have also been teaching and mentoring learners from underprivileged township and rural schools in science, technology, engineering, and mathematics (STEM). In 2023, a new flagship programme, Tuks Robot School, was launched where robotics, computer programming, and sensor technology are presented to prepare and inspire these learners for the future world of work. The programme was inspired by UP's ten-year-old annual Robot Car Race, which saw many asking the University's Department of Electrical, Electronic and Computer Engineering (EECE) and JCP to initiate a similar experience for school learners.

A food garden on UP's Mamelodi Campus, run by staff and student volunteers, is not only helping to feed the community but also provides training to Mamelodi residents on how to grow their own vegetables. All produce grown in the 20m by 20m plot near the bus stop on the Mamelodi Campus is distributed for free among participants, students, volunteers, and other beneficiaries such as local early childhood development centres and children's homes. The project was initiated by Prof Salomé Pretorius, who teaches business management to first-year students on the Mamelodi Campus.

We furthermore encourage our students to become global citizens in South Africa through UP's Global Online Teaching and Learning initiative. This consists of 36 online teaching and learning projects that cut across disciplines, from architecture and occupational therapy to marketing

management and political science. The projects involve 49 UP lecturers and 91 international lecturers from 30 countries.

One such project is the Global Classroom for UP political sciences honours students, which has been running since 2018 and is a four-way collaboration between UP, the University of Akron in the US, Fundação Armando Alvares Penteado in Brazil, and Le Mans University in France. Students are able to engage, share, and collaborate online—not necessarily in the same language or from the same point of view.

## **7.6 Collaboration and Advancement**

UP recognises that only by forming partnerships with multiple stakeholders and networks can it find innovative solutions to complex local and global challenges. Mutual collaboration enables the University to make important advances in teaching, learning, research and innovation by building on each other's areas of expertise.

### **7.6.1 Institutional agreements**

Our strategy for global engagement is producing rich results. A total of 128 active institutional level agreements and 122 active faculty level agreements were in place during 2023. In addition to these, the University formalised a total of 36 international agreements.

A few of the agreements, which promise impact at both grassroots level and at institutional level, are highlighted below.

**University of Leeds:** Besides leveraging each institution's respective strengths to create clear platforms for collaborative research, the agreement will also expand international collaboration in digital education.

**University of Nottingham:** This MoU deepens the strong relationship we have to help the University build a Pan African Cancer Research Institute (PACRI), which is emerging as a centre of excellence supported by our government, and extends the relationship to other disciplines—notably engineering and law.

**Queen's University at Kingston:** Our two universities are already exploring projects in teaching and research at the Javett-UP Art Centre and the Agnes at Queens University, and this MoU establishes collaborative relations between the two institutions to promote cooperation in any disciplines that are common to both institutions.

**University of Edinburgh:** This inter-institutional alliance is set within the context of UP's strategic plan, Destination 2026 and Beyond, and is central to one of its core strategies: strengthened research, international profile, and global engagement. The two universities agreed to conduct long-lasting collaborative research projects in the fields of neuroscience and nuclear science.

**Guilford College:** The agreement with this US arts institution was signed during the United States-Africa University Partnership Initiative Summit, which showcased the achievements and lessons

learned from US-SA projects. The MoU will facilitate opportunities for student exchange and research collaboration.

**International Science Council:** UP's Future Africa Institute and the International Science Council (ISC) agreed to support African agendas and capacities that strengthen the presence of African science on the global stage. The agreement aims to reinforce an African voice for science and amplify this voice in international science, policy, and funding debates and action.

**Collège de France:** An MoU to collaborate on research programmes, doctoral supervision, and staff exchanges builds on the initial agreement signed by the two institutions in 2019. This is after ongoing collaboration between UP's Faculty of Theology and Religion and the Chair in the Hebrew Bible and its Contexts at Collège de France.

### 7.6.2 Local partnerships

Rhodes University, in collaboration with UP, will host the Future Earth Africa Hub Leadership Centre from 2023 to 2026. This will be the first hub for the continent and one of a few in the world under Future Earth, a global initiative focused on advancing sustainability science. The hub was launched on 20 June 2023 by the National Research Foundation (NRF) at the first annual Sustainability Research Innovation Congress Africa satellite event at Nelson Mandela University.

The BMW IT Hub collaborated with the Department of Informatics in the Faculty of Engineering, Built Environment and Information Technology (EBIT) at UP. The partnership aims to develop an information and communications technology skills talent pool of local young students.

## 7.7 Internationalisation

A core focus of the University is international and transdisciplinary cooperation, particularly in research.

In 2023, UP took yet another significant step towards making its presence felt as a global higher education institution, with its entrance into the International Association of Universities (IAU). The IAU is a United Nations-endorsed body that connects about 600 member institutions from more than 130 countries with the aim of enhancing the higher education community's role and actions in advancing societies worldwide. It is worth noting that UP's invited application was processed in record time because of its growing stature and standing among global academic institutions.

In early 2023, a UP delegation visited the University of Illinois at Urbana-Champaign, Michigan State University, and the University of Notre Dame. These universities are becoming the core of our strong Midwestern United States strategic partners. At the University of Illinois, we signed an MoU because of the similarities of our visions and research interests, especially in the transdisciplinary space.

At Michigan State University (MSU), our Alliance for African Partnership (AAP) American lead, we developed a new strategic direction to engage the African Union's regional economic communities so as to become a knowledge partner to achieve the translation of research insights into policy and impact. Our two universities have also collaborated on a knowledge exchange programme to strengthen student success and well-being. The two universities received seed funding of \$20 000

(about R360 000) through the AAP towards their knowledge-exchange partnership programme. The programme is aimed at strengthening student success through academic advising and student support initiatives.

At the University of Notre Dame, we fleshed out projects to collaborate through our African Centre for the Study of the United States.

## **7.8 Staffing**

Maintaining high levels of quality and excellence in all of our core functions is, to a significant extent, dependent on the knowledge and skills, talent and commitment of our academic, professional and support staff. Attracting, developing and retaining quality staff is therefore at the core of UP's strategic priorities.

Just one of the indicators of our quality staff is UP's ranking among the world's top universities to study 21 subjects at in the 2023 QS World Rankings by Subject. This is an increase from 20 in 2022 and 18 in 2021. Of the 21 disciplines in which UP was ranked in 2023, eight are rated first in South Africa, up from five top-rated disciplines in 2022.

### **7.8.1 Research strength**

Certainly, none of our achievements would be possible without a strong academic corps. UP retains its top position for having the highest proportion of academic staff who hold doctorates (72.6%), across all South African universities. The national average is approximately 43%.

Master's and doctoral enrolments continue to grow, as well as the number of international postdoctoral fellows and international academic staff. While the number of NRF-rated researchers has dropped due to retirements, death and resignations, the University still leads nationally against all universities and research institutions in its number of NRF-rated researchers (593).

The visibility of our leading researchers is demonstrated in the Essential Science Indicators (ESI) database, where UP is rated among the top 1% globally in 14 of the 22 fields, up from 13 in 2022 and 12 in 2021 (see Section 3.4.1.2).

### **7.8.2 Senior appointments**

The following senior appointments were made in 2023:

- Prof Flavia Senkubuge: Acting Vice-Principal, Student Life;
- Prof Barend Erasmus: Dean of the Faculty of Natural and Agricultural Sciences (re-appointment);
- Prof Rantsoa Letsosa: Dean of the Faculty of Theology and Religion;
- Prof Wynand Steyn: Dean of the Faculty of Engineering, Built Environment and Information Technology (EBIT);
- Prof Alta van der Merwe: Deputy Dean, Teaching and Learning, for EBIT (re-appointment);
- Prof James Maina: Deputy Dean, Research and Postgraduate Studies, for EBIT;

- Prof Marinda Oosthuizen: Deputy Dean, Research and Postgraduate Studies in the Faculty of Veterinary Science (re-appointment); and
- Prof Rhoda Leask: Deputy Dean, Teaching and Learning in the Faculty of Veterinary Science.

## 7.9 Notable Academic Recognition

### 7.9.1 International recognition

**Prof Thulani Makhalanyane** has become the first African academic to be appointed Editor-in-Chief of Reviews and Perspectives for the prestigious *ISME Journal*. Over the past 15 years, the journal has published ground breaking research in microbial ecology, and its impact on the field has been immense. Prof Makhalanyane holds a P-rating from the National Research Foundation and is a leading researcher in the field of microbial ecology, with a particular interest in microbial communities in extreme environments such as Antarctica and the Southern Ocean.

**Prof Vukosi Marivate**, professor in the Department of Computer Science and ABSA UP Chair of Data Science, has been accepted into the Forum of Young Global Leaders. The programme was established by the World Economic Forum (WEF) in 2004 to gather and train some of the world's most outstanding young people to address the world's most pressing issues. He joins a global network of over 1 500 members and alumni from 120 countries who are leading governments and Fortune 500 companies—and who have won Nobel Prizes and Grammy Awards and serve as UN Goodwill Ambassadors.

**Prof Lise Korsten**, a professor in plant pathology and Co-Director of the DSI-NRF Centre of Excellence in Food Security at UP, has been elected as the first female president of the African Academy of Science. The pan-African body was established in 1985 with the primary goal of promoting science, technology, and innovation on the African continent.

### 7.9.2 Local recognition

#### *2023 National Research Foundation Awards*

Three UP academics and a UP student were winners at the NRF Awards:

- Prof Ryan Blumenthal won the Award for Public Engagement with Research for his publications and advocacy on lightning and electrothermal injuries;
- Prof Mavis Mulaudzi was recognised as a Champion of Research Capacity Development and Transformation for her work in community nursing;
- Prof Juergen Richt received an NRF A-rating for his work in veterinary tropical diseases; and
- Bertus van Heerden won the Research Excellence Award for Next Generation Researchers for his work in data analysis in physics.

### *2023 National Science and Technology Forum (NSTF)/South32 Awards*

Two researchers from the Faculty of Natural and Agricultural Sciences emerged as winners at the prestigious National Science and Technology Forum (NSTF)/South32 Awards. In total, nine UP academics and researchers were nominated as finalists for the awards.

- Prof Paxie Chirwa of the Department of Plant and Soil Sciences received the Management Award for his contribution to future forestry development in South Africa and for training future foresters to recognise the importance of communities in proximity to the forest resource in sustainable forest management and use; and
- Dr Daniel William Hart received the TW Kambule-NSTF Award: Emerging Researcher. As a senior research fellow from the Department of Zoology and Entomology, he focuses on using knowledge of the evolutionary biology of mammals to improve treatments of human medical conditions and predict future consequences of climate change.

### *Other awards and appointments*

- Prof Marien Graham of the Department of Science, Mathematics and Technology Education at the Faculty of Education was awarded the coveted Research Medal of the Education Association of South Africa (EASA). In addition, her doctoral student, Dr Mathelela Steyn Mokgwathi, who she supervised (with Prof Rian de Villiers as co-supervisor), shared the EASA 2023 doctoral award with another PhD student;
- Dr Heide Hackmann, Director of Future Africa, the University's pan-African platform for collaborative research, was honoured with a Science Diplomacy Award in the category of Lifetime Contribution in International STI Cooperation to serve society at the 2023 South Africa Science Forum (SASF2023);
- Prof Brenda Wingfield was awarded the Royal Society of South Africa's (RSSA) prestigious John FW Herschel Medal. She holds the Department of Science and Innovation (DSI)-NRF SARCHI Chair in Fungal Genomics in the Department of Biochemistry, Genetics and Microbiology and the Forestry and Agricultural Biotechnology Institute (FABI);
- Prof Lekan Ayo-Yusuf, Chairperson of the School of Health Systems and Public Health in the Faculty of Health Sciences, was elected as the Chairperson of the ASSAf Standing Committee on Health. This esteemed role will see him at the forefront of shaping health policies and addressing critical health challenges for the next three years; and
- Prof Ntombizozo Dyani-Mhango, Head of the Department of Public Law, was appointed to the board of the National Student Financial Aid Scheme.

## **7.10 Student Awards and Recognition**

We take pride in producing graduates who are socially conscious, active citizens who address societal issues and positively impact our communities. Beyond the boundaries of knowledge production comes the responsibility to apply our knowledge and skills with integrity to the benefit of all.

### **7.10.1 Student accolades**

The University's computer science students featured strongly at the first Africa-hosted machine learning conference. Prof Vukosi Marivate of the Department of Computer Science and UP master's

students participated in the 2023 International Conference on Learning Representations (ICLR) in Kigali, Rwanda. This was the first time that the ICLR, aimed at bringing Africa a few steps closer to the global discourse on the impact of artificial intelligence, was hosted in Africa.

### 7.10.2 Alumni success

UP's 300 000-plus alumni continue to be sterling ambassadors of the University, and their achievements in an array of disciplines demonstrates their impact in the real world.

**Prof Bruce Gummow**, a former staff member and extraordinary professor in the Faculty of Veterinary Science's Department of Production Animal Studies, received a Lifetime Achievement Award from the Southern African Society of Veterinary Epidemiology and Preventive Medicine (SASVEPM) for his support to the Society and his contribution to South Africa's veterinary profession and disease control.

**Ndamulelo Madima** is making a mark in the education sector after graduating from UP in 2021 with a Bachelor of Education (Hons) degree. During his first year of teaching English at Ulando Combined School in Bela-Bela, Limpopo, he produced a 100% pass rate for English First Additional Language in his Grade 12 class of 2022. This success resulted in him being recognised as the best educator in the province's Warmbaths circuit in the subject.

**Joseph Shiraaz**, a clinical supervisor for paediatrics in UP's Department of Physiotherapy made waves in the martial arts world, securing both gold and bronze medals at the prestigious Asia Africa Cup organised by the Japan Karate Shoto Federation. He graduated as a physiotherapist in 2006 from UP. Between 2010 and 2015, Shiraaz served as the sports physiotherapist for Orlando Pirates, catering to both the premier league team and the youth academy.

**Shameela Soobramoney** has been appointed Chief Executive Officer (CEO) of the National Business Initiative (NBI). She graduated from UP with a Postgraduate Diploma in Business Administration in 2005, and obtained her Master of Business Administration in 2007.

**2023 Mail & Guardian 200 Young South Africans list:** Every year, the *Mail & Guardian* celebrates people under the age of 35 who make a positive, tangible impact on society. Being nominated is a significant honour, as many previously recognised individuals have gone on to achieve phenomenal success. Of the 200 inspiring young people recognised in 2023, 16% (32) come from UP. The University is proud to note that since the inaugural awards in 2005, 191 UP alumni and alumni associates<sup>2</sup> made an appearance on the 200 Young South Africans list.

---

<sup>2</sup> These are individuals who studied at UP but did not complete their degrees and would like to be associated with the University)



## 7.11 Fundraising and Student Funding

### 7.11.1 UP Giving Matters

The UP Giving Matters campaign is designed to raise philanthropic awareness and instil a culture of giving in the University's communities. The goal is generally around the number of individual gifts secured rather than just the financial return.

The aim of the three-year fundraising campaign is to raise R100 million by 2024, to supplement UP's day-to-day fundraising projects, which offer financial assistance to 'missing middle' students.

By the end of 2023, the UP Giving Matters campaign raised around R36 million for various projects, including bursaries. This was a significant improvement on the 2022 campaign, which raised R25.6 million of new money. The target of 500 donors was exceeded by more than 60%, a figure that also exceeded that of 2022 by more than 74%. The campaign focused on raising unrestricted funds towards the VC's Scholarship Fund for undergraduate and postgraduate students. Almost R210 000 was raised from individual donors towards the fund.

### 7.11.2 UP Alumni Online Mall

The UP Alumni Online Mall was launched digitally as the first shopping hub of its kind in South Africa. Its aim is to complement the initiatives UP has in place to restore the future of students who would otherwise drop out of university and see their chances of finding employment and reaching their goals through education decrease. The proceeds from the subscription fees will go towards the UP Alma Mater Fund, which helps needy students finance their studies.

The Online Mall allows the University's more than 300 000 alumni around the world to shop at discounted rates from over 400 leading brands that provide products and services across South Africa and globally.

## 7.12 High-profile Events

The University had a highly productive year during which it launched numerous initiatives and hosted luminaries in the political and academic world.

### 7.12.1 Launches

#### *Graduate Hub*

The new Graduate Hub focuses on dedicated support for postgraduate students and postdoctoral fellows, members of the university research community and active contributors to the University's research activities and outputs. It is a conducive space to meet, share ideas and network. In this facility, postgraduate students and postdocs exchange ideas beyond the traditional boundaries of their disciplines. We envisage that the Hub will catalyse the creation of stimulating intellectual ideas and innovative and exciting results.

#### *Maarif Centre for Turkish Studies (MCTS)*

Diplomats, government officials, industry leaders, and academics gathered at UP's Future Africa Institute for the official launch of the MCTS. The centre is the result of a collaboration between the

University's Faculty of Humanities, the Turkish Maarif Foundation, and the Turkish Embassy in South Africa. The centre is aimed at enhancing higher education opportunities and academic exchanges in both countries and will be a knowledge-production hub focusing on Turkish studies in South Africa and across the African continent.

### 7.12.2 Events

#### *University Partnership Initiative Summit*

UP hosted its first University Partnership Initiative (UPI) Summit in partnership with the USA's State Department at the Future Africa Campus. The theme was *Equitable and sustainable partnerships for impact*. The UPI Summit provides a platform to share experiences and lessons from the State Department's investments in collaborative projects between African and US higher education institutions, and for expanding these partnerships to create a more sustainable impact on society in the post-COVID era.

#### *Africa Week*

UP Africa Week 2023, a biennial scientific leadership summit, took place at the Future Africa Campus. UP brought together thought leaders from Africa, the USA, the UK, Europe, Australia, and New Zealand to discuss the most pressing challenges and opportunities currently affecting science systems on the continent.

The Africa Week opening address, titled *African science for the global public good*, was followed by the inaugural Future Africa Global Lecture, delivered by the distinguished historian and former Vice-Chancellor Professor Paul Tiyambe Zeleza, Associate Provost and North Star Distinguished Professor at Case Western Reserve University, Cleveland, Ohio, United States.

The Feed, Protect, Care Global Collaborative PhD Platform, was also launched as part of the Africa Week celebrations. UP joined forces with France's University of Montpellier to lead the establishment of this platform. Implemented in partnership with more than 15 other higher education institutions, it aims to expand the impact of sustainability science by supporting inter- and transdisciplinary research at doctoral level while simultaneously developing expertise at the science-policy-society interface.

#### *UNDP Just Energy Transition Platform public lecture*

The United Nations Development Programme (UNDP), in partnership with the Presidential Climate Commission (PCC) and UP, hosted a public lecture titled *Unleashing technology's role towards a sustainable and just energy transition* at the Future Africa Campus. South Africa's Minister of Electricity, Dr Kgosientsho Ramokgopa, delivered the keynote address, and shared invaluable insights on the topic of energy sovereignty and its significance in achieving a sustainable, equitable energy transition.

The public lecture is part of a partnership called the Just Energy Transition Platform between the UNDP, the PCC, the University of Johannesburg, and UP. The platform fosters transdisciplinary

discussions, conducts cutting-edge research, and generates thought leadership for a just energy transition in South Africa.

#### *International law conference on Hague conventions*

The Faculty of Law hosted a high-level regional conference that focused on the Hague Conference on Private International Law (HCCH) and the relevance of its work for southern Africa. The HCCH develops international legal instruments such as conventions and guidelines to respond to global needs.

The conference, co-hosted by UP's Faculty of Law and Centre for Child Law, was collaboratively organised by Finland's Ministry of Justice, South Africa's Department of International Relations and Cooperation (DIRCO), the HCCH, Namibia, Tanzania and other Southern African Development Community (SADC) states.

#### *First ARUA Distinguished Annual Public Lecture*

We were honoured to host the first ARUA Distinguished Annual Public Lecture, which took place in the auditorium of Future Africa on 14 September 2023 and coincided with the meeting of ARUA Deputy Vice-Chancellors (Research). The African Research Universities Alliance (ARUA) is a network comprising 16 research-intensive universities across Africa.

### **7.12.3 Visits**

**Queen Mathilde and King Philippe of Belgium:** UP hosted Queen Mathilde and King Philippe of Belgium during their first state visit to South Africa, and the social entrepreneurship seminar and roundtable at UP was the first official event that the queen attended. Her participation is the culmination of almost a decade of cooperation between South Africa and Belgium on social entrepreneurship and the social and solidarity economy.

**Swedish Vice-Chancellors:** We hosted a delegation of Vice-Chancellors/Presidents and university leaders from 13 Swedish universities in the South Africa Sweden University Forum (SASUF), as well as representatives of national funding agencies and the Swedish Young Academy and Vice-Chancellors of SA higher education institutions at the Javett-UP Art Centre.

**University of Utrecht (UU):** The Faculty of Veterinary Science hosted a delegation from the UU in the Netherlands for a tour of UP's Onderstepoort Campus. Professor Henk Kummeling, Rector of UU, and Dr Margreet de Lange, UU Policy Advisor on Global Engagement, are developing a strategy to strengthen the ties between UU and its partners in South Africa.

**HE Minister Robbert Dijkgraaf:** UP hosted the Dutch Minister for Education, Culture and Science, HE Minister Robbert Dijkgraaf, and a 20-person high-level delegation from Dutch TVET, Higher Education and Science. The aim of the visit was to explore possibilities for strengthening existing collaborations or creating new ones with South African partners. This visit was preceded by the signing of a country-to-country MoU between the Minister of Higher Education, Science and Innovation (South Africa) and the Minister of Education, Culture and Science (The Netherlands).

**EU Commissioner of Health:** The Faculty of Health Sciences hosted Deputy Minister for Health Dr Sibongiseni Dhlomo, the EU Commissioner for Health and Food Safety Stella Kyriakides, and stakeholders involved in the nuclear medicine research collaboration between UP, Steve Biko Academic Hospital, and the Joint Research Centre of the European Union Commission. The collaboration commenced in January 2017, and the University receives R7,5 million per annum towards Ac-225 (for the treatment of prostate cancer). This particular research uses targeted alpha therapy (TAT), a novel nuclear medicine therapy that targets cancer cells with precision without harming the surrounding tissue. Through the EU support, more than 300 South African patients with prostate cancer have been treated successfully.

**Alliance for African Partnership Consortium meeting:** In September 2023, we hosted the Alliance for African Partnership (AAP) Consortium meeting in partnership with Michigan State University (MSU). The AAP is a consortium of ten leading African universities, a distinguished network of African policy research institutes, and MSU, which seeks to transform the continent through knowledge-based innovations. During the meeting, the consortium signed an MoU to foster international cooperation in education and research that impact global solutions.

**2023 Belt and Road Science and Technology Conference:** UP was invited to attend the 2023 Belt and Road Science and Technology Conference in Chongqing, China, and was one of the 12 universities (only two from Africa) to become founding members of the University Network for Research and Development (iUNRC), a Belt and Road science and technology initiative. The Network will design and implement capacity-building activities and conduct collaborative research in priority areas. These include: big data for sustainable development; water/clean water and sanitation; affordable, renewable, and green energy; sustainable cities and communities; responsible consumption and production; industry, innovation, and infrastructure; climate change and planetary health; and digital transformation of education.

## 7.13 Arts and Sports

### 7.13.1 Arts

#### *Launch of the Artology exhibition*

Following the 2022 centenary celebrations of the UP Museums, UP launched a major exhibition in 2023 titled *Artology: Selected works from the UP Museums collection*, in association with the Javett-UP Art Centre. The UP Museums conceptualised and defined the term ‘artology’, which refers to an investigative tool that probes art collections by actively researching archives, conserving and curating its collections, and interacting with audiences within the framework of a university museum setting. Through artology, the UP Museums will continue to curate and collect in order to build and reimagine the future of UP’s permanent art collection.

The exhibition featured artworks labelled with QR codes that led visitors directly to the internationally acclaimed Google Arts & Culture platform, which brings more than 4 000 museum collections into a single exciting digital realm.

### *Annual Principal's Concert*

UP hosted the much-anticipated annual Principal's Concert over two consecutive days. Held on the Aula lawn on the Hatfield Campus under the theme *African Spirit*, the concert showcased South Africa's musical diversity. Guests enjoyed an offering of a musical journey through Sophiatown Jazz before moving on to various other local music genres, with performances in Xhosa, Zulu, English, and Afrikaans by the UP Sophiatown Jazz Ensemble, UP Symphony Orchestra, UP Ovuwa Cultural Ensemble, Onderstepoort Community Choir, UP Chorale, and UP Camerata.

## **7.13.2 Sports**

### *TuksSport High School*

TuksSport High School celebrated 21 years of excellence in 2023. The school was founded with the aim of implementing a comprehensive curriculum aligned with international elite athlete development programmes. These programmes offer academic, emotional, sport-specific and sports science support to exceptionally talented student athletes at the secondary school level. The school offers a broad and balanced curriculum and seeks to equip its learners with knowledge and skills that will not only prepare them for their roles as future sports personalities but also for their chosen career paths. Starting with just 27 students, the school has seen more than 200 students pass through its doors, with many of them making a name for themselves in their chosen sporting code.

### *Annual TuksSport Colours and Awards ceremony*

During the annual TuksSport Colours and Awards ceremony we honoured and acknowledged 74 Senior National Full Proteas and nine coaches and managers who represented Senior National Teams and are members of our TuksSport clubs. In addition, 42 National Federation, 28 National Age Group and 141 Senior Provincial representatives across our various sporting codes were recognised.

Special recognition was given to our 57 student athletes, team managers, and coaches who represented Team SA at the World University Games in Chengdu, China, in July 2023. These athletes comprised around 30% of Team SA, and 11 of the 17 individual medals brought home by the national team came from UP student athletes. Three student athletes who represented their national teams (Full Proteas) while completing their master's degrees, were awarded the Vice-Chancellor and Principal's award for academic and sports excellence.

BestMed once again partnered with TuksSport in awarding the BestMed Student Sports Woman and Man of the Year, along with the overall TuksSport BestMed Sports Woman and Man of the Year, which were awarded to UP alumni and current international sporting medal winners Tatjana Schoenmaker (TuksSwimming) and Christian De Klerk (TuksArchery).

### *International achievements*

Our athletes raised the UP banner in victory at so many sporting events during the year, proving that UP is indeed a powerhouse of sporting talent. Only their international achievements are mentioned here.

**Swimming World awards:** International online magazine *Swimming World* named 19-year-old Pieter Coetze as Male African Swimmer of the Year for 2022. The UP swimmer was also named South Africa's Sportsman of the Year. He is the youngest athlete on whom this honour has been bestowed. TuksSwimming's head coach, Rocco Meiring, was named South Africa's coach of the year.

**World Swimming Championships:** Tatjana Schoenmaker concluded a unique hat-trick by winning gold in the 200 m breaststroke at the 2023 World Aquatics Championships held in Fukuoka, Japan, in a time of 2:20.80. This follows the gold medal she won in 2022 during the Birmingham Commonwealth Games, and the Olympic gold medal she won in 2021.

**Judo:** Michaela Whitebooi (under-48 kg) and Charne Griesel (under-52 kg) won bronze at the African Senior Judo Championships in Morocco.

**Cheerleading:** UP secured two second-place finishes at the 2023 South African Majorette and Cheerleading Association Championships and the International Cheer Union All-Africa Championship. It was the club's second appearance at the SA championships after their debut was in 2019.

**Athletics:** Twenty-one-year-old Marione Fourie set a new South African record in the Swiss U23 Championships when she won the 100 m hurdles in a time of 12,55s. The UP Sports Science student is one of the world's 16 fastest 100m hurdlers.

**2023 African Beach Games:** During the African Beach Games in Hammamet, Tunisia, Amica de Jager won gold in the open-water swimming event; Bea Meiring won silver in beach wrestling; and Alexandra Ennis teamed up with Ziyanda Gwamanda in rowing to win silver.

**World Student Games:** The following UP athletes won medals at the World Student Games in Chengdu, China:

- **Gold:** Marli Viljoen: 400m for women
- **Silver:** Kaylene Corbett: 100m and 200m breaststroke; Erin Gallagher: 100m freestyle and 50 m butterfly; Christiaan de Klerk: Compound men's archery competition; Courtney Westley: single sculls for women.
- **Bronze:** Charne Swart: 800m for women (athletics); Chloe Cresswell teamed up with Nadia Gaspari of the University of Johannesburg to win bronze in the women's double sculls; Thembo Monareng and Eckhart Potgieter were part of the men's 4 x 100 m athletics relay team that won bronze.

**Women's Sevens Rugby:** The Tuks women's sevens team finished third during the World University Invitational Tournament in Bordeaux, France. In the playoffs for the third place, Tuks beat Seville 28–5.

## 7.14 Self-Assessment

The University's performance during 2023 is assessed in terms of a list of identified core performance indicators as shown and discussed in Part B of this report (Performance Report).

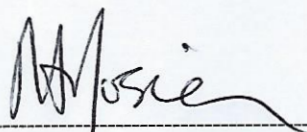


I can affirm that we have strengthened the University's research, international profile, and global engagement. As one of South Africa's premier universities, and the largest contact university, we are also one of the largest producers of research in the country. I would like to pay special tribute to our scientists who yet again put the University at the forefront as a leading research-intensive university in Africa by leading collaborative teams that produce ground-breaking research.

At UP, we believe that our research and collaborative efforts with partners are key to transforming lives and society by providing African solutions to global concerns. This is a value espoused in our motto – "make today matter" – because we believe that in every moment lies the potential to have a positive impact on the future and in so doing, change the world for the better.

### **7.15 Appreciation**

Much appreciation goes to the Chairperson of Council, Mr Kuseni Dlamini, and every Council member for their support throughout a year, which saw us build a world-class university on so many levels. We are indeed stronger together.



Prof NT Mosia  
*Interim Vice-Chancellor and Principal*

19 JUNE 2024

Date

## PART B

### 8. PERFORMANCE IN 2023

Table 8.1 provides an overview of the University's performance in 2023 against Council-approved core indicators. The indicators assess important outcomes for UP as stipulated in UP 2025, the 2022–2026 Strategic Plan, and the 2023 Implementation Plan. Overall, there have been several positive changes in line with the University's strategic goals, targets and objectives, with clear evidence that there was a distinct shift in progress in the 2023 implementation cycle. The University met and exceeded the targets for five indicators and registered growth, compared to 2022's performance, in the master's headcount enrolment, number of graduates in scarce skills areas and student success, even though the targets were not realised. The University did not meet its targets in several areas, including total weighted research outputs per academic FTE staff, doctoral enrolments, and percentage registrations in the science, engineering and technology (SET) fields of study (contact students).

*Table 8.1 UP's performance against core indicators*

PERFORMANCE INDICATORS		2019	2020	2021	2022	2023	Target 2023	Target realisation
1	% Permanent Academic staff with Doctorate degrees as their highest qualification	67.7	68.8	70.4	70.9	72.3	71.9	↑
2	% Black staff (Department of Labour EE definitions)	65.0	66.6	67.6	69.1	69.8	68.60	↑
3	Total weighted research outputs per academic FTE staff*	2,46	2,29	2,52	2,24	2,31	2,65	→
4	First-time entering undergraduate headcount enrolments*	8 989	8 335	9 348	8 469	8 972	8 500	↑
5	Total undergraduate headcount enrolments*	35 746	35 820	37 233	37 075	35 968	37 764	↓
6	Master's headcount enrolments*	6 239	6 248	6 318	6 190	6 220	6 462	↓
7	Doctoral headcount enrolments*	2 375	2 411	2 537	2 586	2 555	2 618	↓
8	Number of graduates in scarce skills areas (excluding distance education)*	5 242	5 169	5 545	5 173	5 321	5 657	→
9	% of black contact students to total contact students*	59.45	60.58	62.57	64.69	66.34	63.30	↑
10	% registrations in SET (contact students)*	52.85	51.72	49.96	48.88	47.57	53.70	↓
11	% successful FTE students to total FTE enrolments*	83.74	86.73	85.83	83.76	86.68	87.22	→
12	FTE contact students per FTE teaching staff member*	24,59	23,62	24,20	22,86	22,41	25,96	↑



Target achieved



Target not achieved



Target not achieved but there was improvement from 2019 to 2023, or the 2023 performance was very close to the target

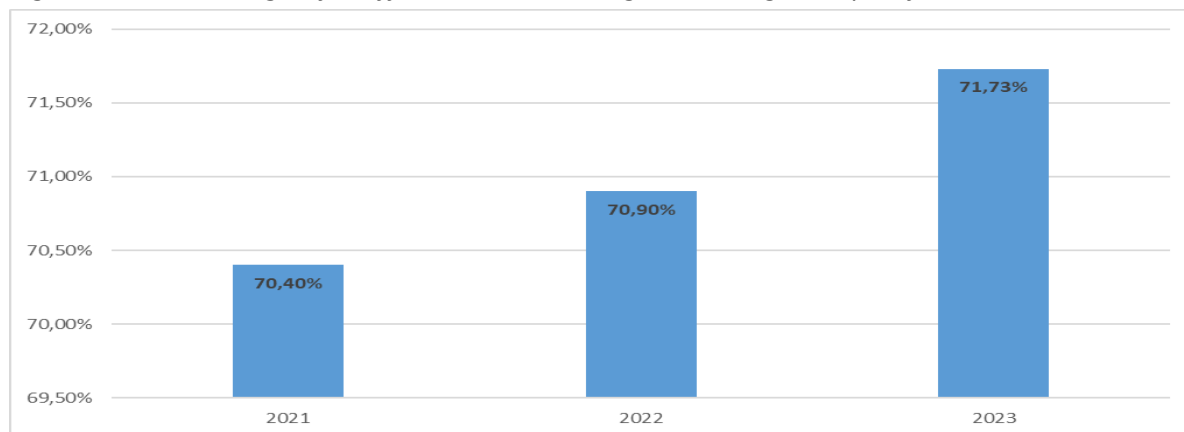
**\*HEMIS**

**Total weighted research outputs:** The indicator includes all journal publication outputs, the research component of master's graduate and doctoral graduate outputs. It does not include books, book chapters and conference proceedings.



The University registered strong performance with regard to growth in the proportion of academic staff with doctoral degrees, the proportion of black staff and black contact students, and the academic staff-to-student ratio. Figure 8.1 shows that the percentage of academic staff with doctorates has consistently grown over the years. In 2023, 71.73% of UP's academic staff had doctorates compared to 70.40% in 2021.

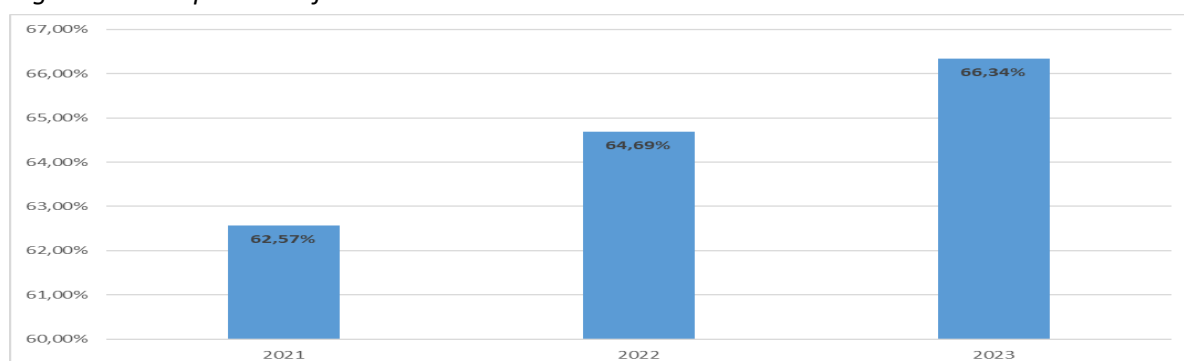
*Figure 8.1 Percentage of staff with doctoral degrees as highest qualifications*



The growth in the percentage of black staff (Department of Labour EE definitions), from 69.10% in 2022 to 69.80% in 2023, is aligned with the University's transformation agenda. The University's diversity profile was strengthened further by the increase in the proportion of black contact students to total contact students. As shown in Figure 8.2, the proportion of black contact students at UP has grown steadily over the years and increased by 1.65 percentage points between 2022 and 2023.

We are committed to ensuring that transformation permeates every aspect of UP: ensuring that UP is home to student and staff populations that represent South Africa's rich diversity; providing the conditions necessary for our diverse campus community to feel welcomed, supported, included and valued, and to thrive academically and as researchers.

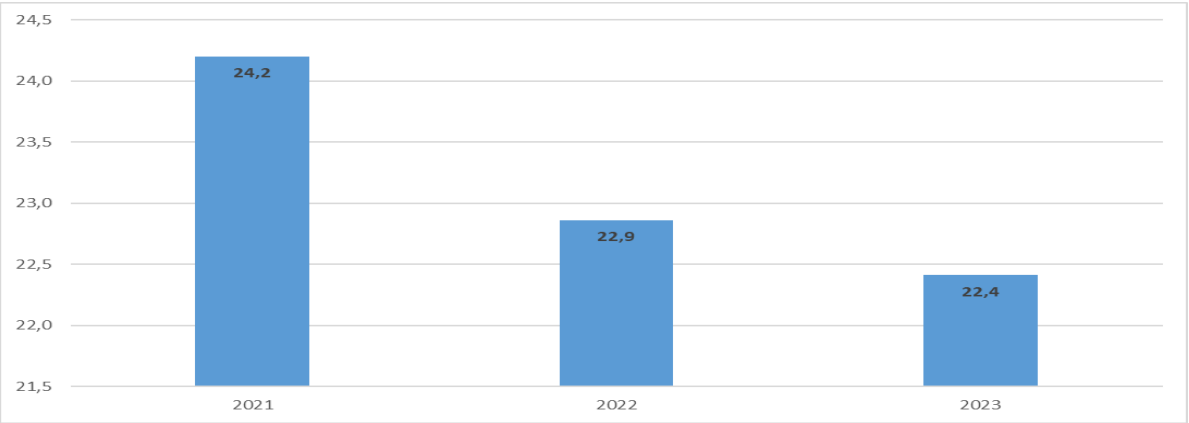
*Figure 8.2 Proportion of black contact students to total contact students*



The improvement in the academic staff-to-student ratio of 22.4 for 2023 (Figure 8.3) is pleasing. It reflects the University's ongoing efforts to enhance the quality of teaching. Decreasing the academic staff-to-student ratio enables more personalised attention and support for students, contributing to a better educational experience overall.

Reducing the academic staff-to-student ratio remains a top priority for the University. The increase in the full-time equivalent (FTE) count of academic staff from 1748.64 in 2022 to 1755.94 in 2023 demonstrates proactive steps taken toward this objective. The University is exploring various strategies to strengthen its academic workforce and ensure that staff-to-student ratios meet established targets. By strategically allocating resources to enhance staff capacity, the institution aims to improve teaching effectiveness, uphold academic standards, and cultivate an engaging learning environment conducive to student success.

Figure 8.3 Total contact FTE students per FTE academic staff (ratio)



The University missed its 2023 target for total undergraduate enrolment (37 764) by 1 796 students. This was mainly due to a significant number of senior students being excluded on academic and financial grounds. The University’s teaching input units (TIUs) for 2023 are projected to be below the planned TIUs by -9.9%, which exceeds the deviation of 2% allowed by the DHET. TIUs are the weighted measure that generate the teaching input subsidy for the University. They are generated by the credit values of modules, the distribution of module enrolment across the four funding groups, study levels and the teaching mode. The reasons for the significant negative deviation from the ministerial-approved TIUs is under-enrolment (not meeting registration targets), especially at the postgraduate level, and high numbers of academic exclusions and discontinuations at the undergraduate level.

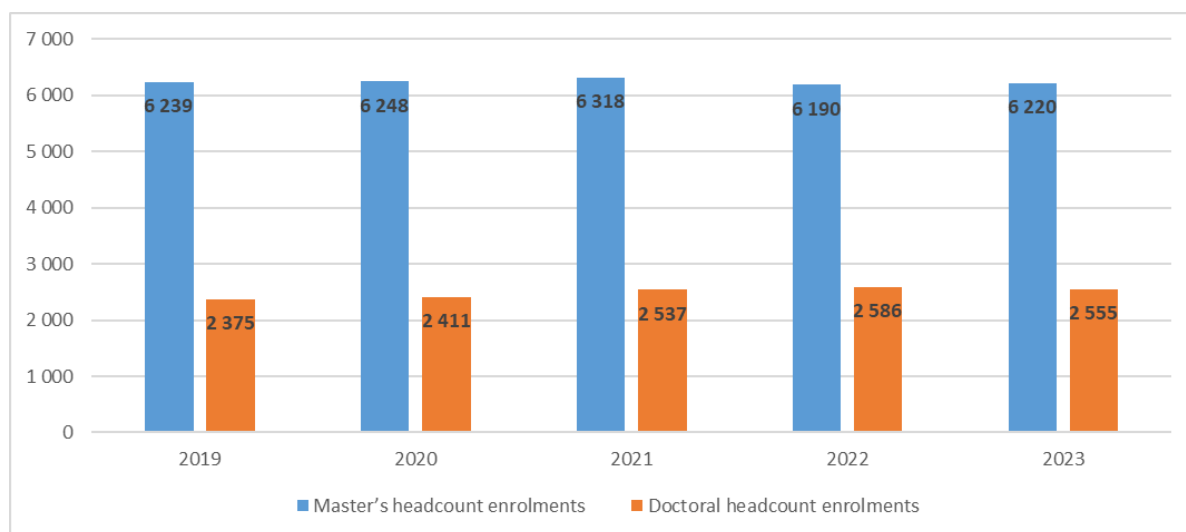
The University did not meet its 2023 target (2,65) for total weighted research outputs per academic FTE staff. This below-target performance was mainly the result of a decline in the number of research units from publications. For example, research units from journals declined from 1902.88 units in 2022 to 1755,94 units in 2023 (a decrease of 144,71 units). The University’s weighted master’s and doctoral research output units increased significantly – from 2006,19 in 2022 to 2423,17 in 2023; an increase of 416,98 units.

The percentage of successful full-time equivalent (FTE) students to total FTE enrolments is an important indicator of the effectiveness of teaching and learning. The University improved its performance against this indicator in 2023 (86.68%) compared to 2022 (83.76%). However, the growth did not result in the University meeting its target of 87.22%.

Postgraduate education is central to broadening the University’s research base and thus the strategic priority to increase postgraduate enrolment, particularly in master’s and doctoral programmes.

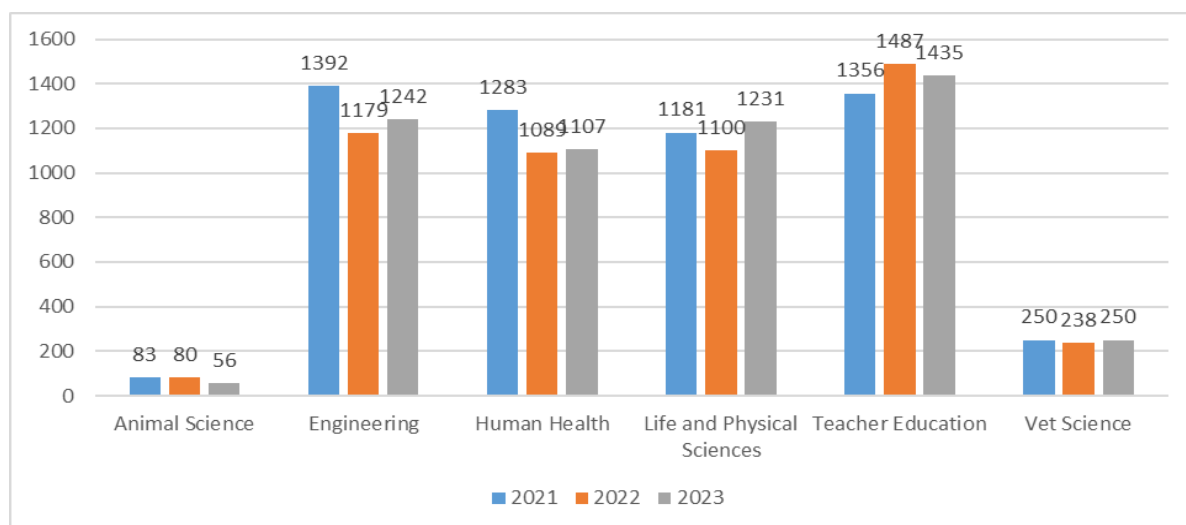
Doctoral enrolments have consistently grown, except in 2023 when enrolments (2 555) were lower than in 2022 (2 586) and lagged the target by 63 students. Similarly, master's enrolments (6 220) did not meet the target (6 462) even though the 2023 enrolments increased marginally (by 30 students) compared to 2022 (see Figure 8.4). The reasons for not reaching the targets relate mainly to funding challenges. The challenging economic environment has impacted industry funding for postgraduate student bursaries. In addition, the number of students awarded full NRF bursaries has declined. Furthermore, with the winding down of Centres of Excellence and SARChI Chairs, the bursaries that were linked to these programmes are no longer available. The processing of visas has been a challenge for international students, which has also impacted the growth in master's and doctoral enrolments.

*Figure 8.4 Master's and doctoral headcount enrolments, 2019–2023*



As shown in Table 8.1, the targets for the number of graduates in scarce skills areas and registrations in Science, Engineering and Technology (SET) were not met. The number of graduates in the various scarce skills fields is presented in Figure 8.5 below.

*Figure 8.5 Number of contact graduates in scarce skills fields, 2021–2023*



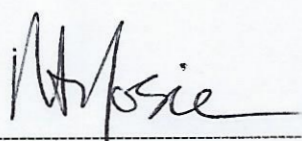
None of the scarce skills fields recorded consistent growth in the number of graduates over the three-year period from 2021 to 2023. The number of graduates in Animal Science consistently

declined while Engineering, Human Health and Life and Physical Sciences recorded an improvement in 2023 after declining in 2022. The number of graduates in Veterinary Science has generally been stable over the three-year period. One of the main reasons for the slower growth in the number of graduates is the high number of academic exclusions and discontinuations. In 2023, 3 548 students were excluded as a result of poor academic progress and 2 048 discontinued their studies (did not register). The University is concerned about the high number of exclusions and discontinuations and is implementing various interventions to remedy the negative trend.

## 8.1 Concluding Comment

The University has achieved tremendous success since the introduction of the UP 2025 strategy. These achievements strengthen our position as a strong, innovative and socially responsive university. The achievements of 2023 have built on these successes and will go a long way towards realising the University's vision and strategic goals.

The number of performance targets that the University has not met is a concern. As we approach the end of the UP 2025 strategy, a better performance is required to ensure a strong finish. To this end, the University will implement various targeted strategies to address the various areas where we have not met our targets.



Prof NT Mosia  
*Interim Vice-Chancellor and Principal*

19 JUNE 2024

Date



Mr BJ Kruger  
*Chairperson of Council*

19 JUNE 2024

Date

## **PART C**

### **9. FINANCIAL REVIEW**

#### **9.1 Financial Environment**

The South African macro-economic outlook has been in a strained state, driven by a global decline in economic growth caused by geopolitical tensions and increasing costs. This outlook has been further exacerbated locally by power shortages, the resultant disruption to businesses, and slow progress to reduce unemployment.

These factors have had a direct impact on the Government fiscus and on South Africa households. National Treasury has reduced the budgets of government departments, resulting in budget cuts to the university sector, which is still navigating complex issues such as the student funding model, increased accommodation needs and a general decline in state funding. The sector has also seen a steady shift in funding sources towards NSFAS and away from subsidies allocated to universities via block grants. During 2023, the total allocation to NSFAS amounted to 46% of the state budget for the university sector, while block grants amounted to 48%.

From the perspective of South African households, the decline in economic growth has resulted in income not keeping pace with inflation, which in turn affects the availability of disposable income available to service debts. These factors have led to the University experiencing a substantial increase in outstanding student debt.

As a consequence, the University continues to focus on financial sustainability, which is listed as the number one risk in the University's Strategic Risk Register. The Financial Sustainability Plan of the University performs an important role in guiding the University through these issues. The key focus areas of the plan are the maximisation of operational efficiencies, cost containment, cost replacement and the enhancement of all income streams. It is also used as a navigational marker to expand the number of academic staff, thereby improving the academic staff-to-student ratio. The allocation of resources at the University is coordinated by the Strategic Planning and Allocation of Resources Committee (SPARC) and prioritised in accordance with the University's strategic goals and Financial Sustainability Plan.

#### **9.2 Budget Model, Process and Strategic Alignment**

The University's priorities are reflected in its long-term strategic plan, five-year plan, annual implementation plans and financial sustainability plan, which are used as the basis for the preparation of the budget. The budget is prepared after a consultative process involving interactions with deans of faculties and directors of professional service departments.

The budget process incorporates two significant phases; the first being an allocation of operating costs in line with past experience and ongoing operational needs. The second phase involves a strategic allocation of resources based on a competitive process between faculties and professional services. In this regard, Deans and Directors are requested to prepare plans for the next year for their faculties and departments, respectively. The plans are presented to and approved by the Executive. The outcome of this two-phased approach provides input into the final budget, which is presented to Council for approval.

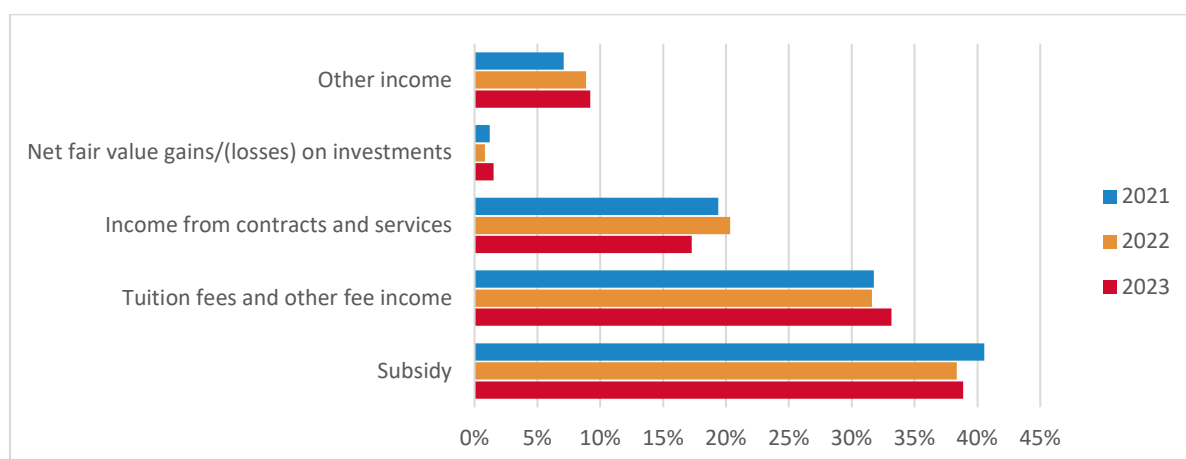
Budget control is embedded in the enterprise-wide financial system that is designed to ensure that budgeted expenses are not exceeded and that all commitments are ring-fenced from available funds. Budget updates, which monitor actual results against budgeted figures, are considered by the Executive on a quarterly basis and unexplained variations are investigated and cleared.

### 9.3 Income

An analysis of the University's main revenue streams over the past three years is provided in Figure 9.1. Total revenue increased by 5.2% during 2023, driven primarily by growth in student numbers. The University also benefitted from the financial corrective measures effected by the DHET in the teaching input sub-block grant due to deviations in enrolment targets by other Universities. Third-stream income declined during 2023, resulting in an increased proportion of revenue for the remaining categories.

Other income includes income from donations and gifts and income from interest and dividends. Income from donations and gifts improved marginally during 2023, with an increase of 7.4%. Income from interest and dividends also improved despite volatile financial markets.

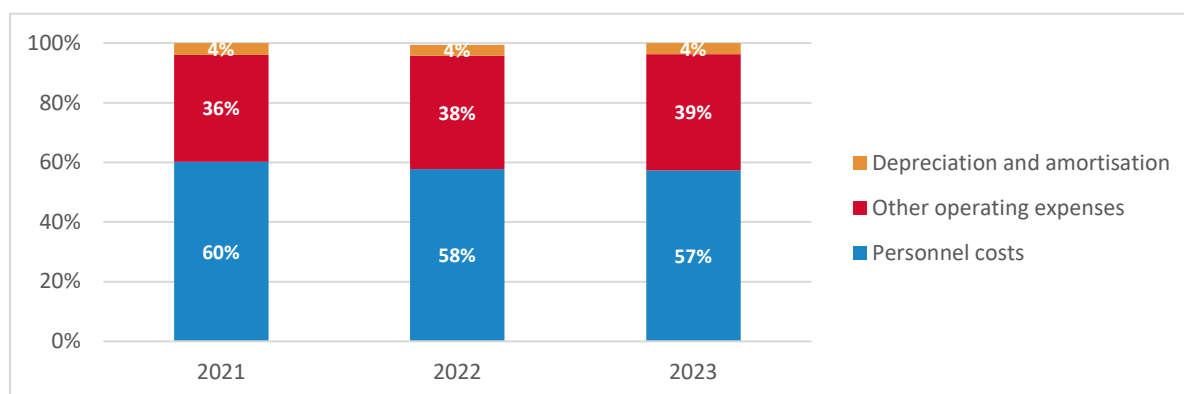
*Figure 9.1 UP income sources, 2021–2023*



### 9.4 Expenses

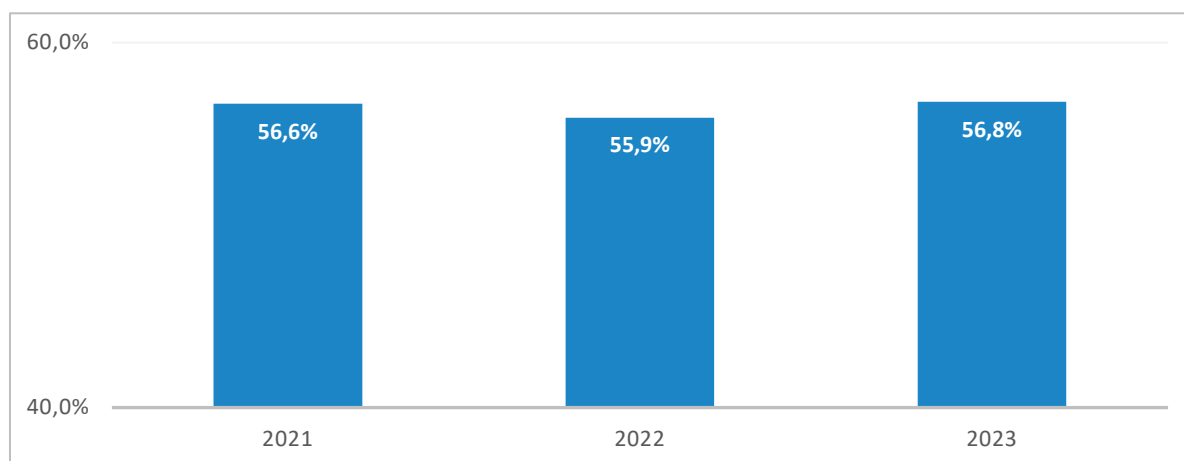
An analysis of the University's major expense categories and their proportion to total expenses is provided in Figure 9.2. Total expenses increased by 6.6% during 2023 due to inflation and additional costs for diesel. Operational expenses (excluding depreciation) as a percentage of total expenses have remained at similar levels compared to 2022.

Figure 9.2 UP expense categories, 2021–2023



Personnel costs as a percentage of revenue increased in 2023 due to a higher increase in staff costs compared to the increase in revenue. This measure is a critical focus area for the Financial Sustainability Plan and various measures are being implemented to reduce this percentage.

Figure 9.3 Personnel costs/annual revenue, 2021–2023

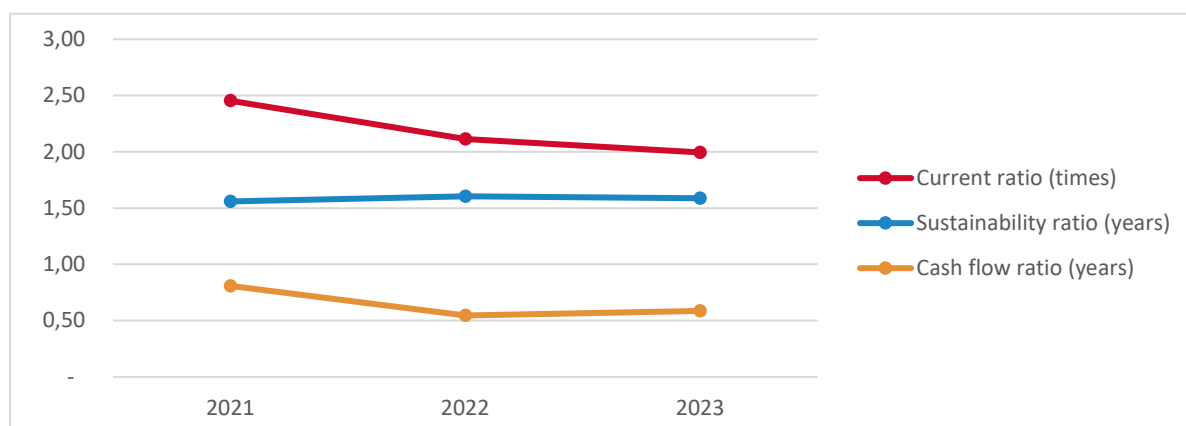


## 9.5 Financial Sustainability

Three indicators are used to monitor the University's financial sustainability: current ratio, sustainability ratio and cash flow ratio. The University's performance against these three indicators is presented in Figure 9.4.



Figure 9.4 UP current ratio, sustainability ratio and cash flow ratio, 2021–2023



### Current ratio

The resources at the University's disposal should be sufficiently liquid to enable it to meet its short-term needs. To assess the liquidity of the University, the ratio of available short-term funds to short-term obligations is used. The data on the University's liquidity position indicate that it is in a satisfactory position. Short-term cash reserves were maintained at higher levels in 2021 due to the uncertain economic climate and possible delays in the payment of government and NSFAS funding. The ratio has since decreased due to lower working capital requirements. The University is actively managing short-term funds to maximise interest earned on these funds. The ratio indicates that the short-term funds at the University's disposal were sufficient to cover the short-term liabilities.

### Sustainability ratio

The sustainability ratio depicts the ability of the University to continue with its core business without new revenue in the next financial year. It is calculated by comparing the University's cumulative Council-designated reserves to total annual expenses. This ratio has remained fairly stable over the past three years despite the challenging financial climate and indicates that the University will be able to continue for 19 months with its activities without new revenue being generated. The University is in a satisfactory position for continued financial sustainability.

### Cash flow ratio

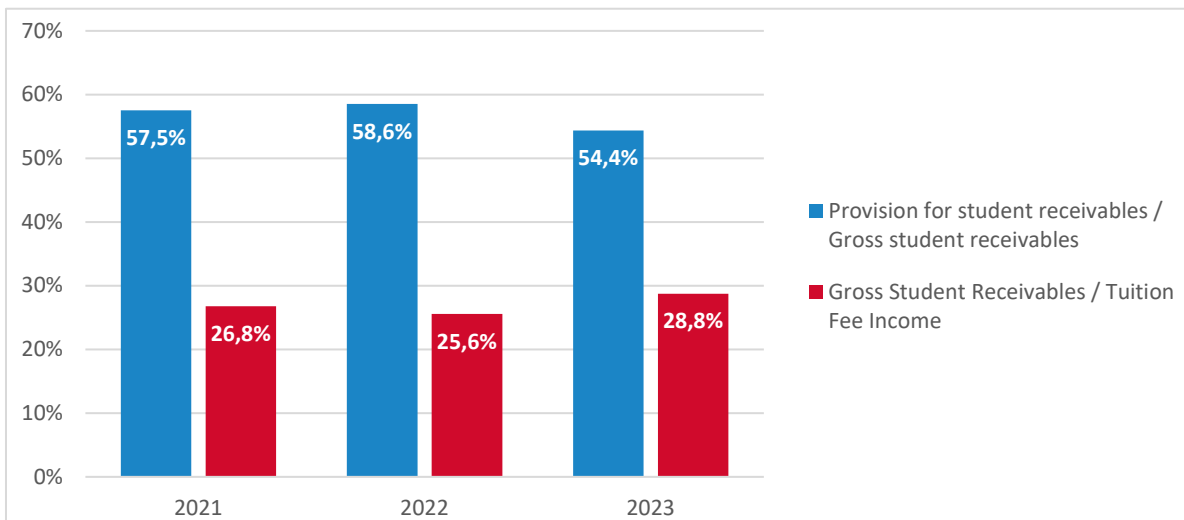
This ratio, calculated as cash flow from operations/current liabilities (excluding deferred income), is a measure of cash management performance. This ratio indicates that the University has sufficient cash resources to fund expenses for at least seven months without further cash injections. The University's current cash flow position is satisfactory.

## 9.6 Student Finances

Two indicators are utilised to monitor student receivables, namely, provision for student receivables as a proportion of gross student receivables and gross student receivables as a proportion of tuition fee income. The University's performance against these indicators is presented in Figure 9.5.



Figure 9.5 UP student finances, 2021–2023



Gross student debt at the end of the financial year amounted to R835,7 million (2022: R673,6m) which represents 28.8% of the total tuition fees billed for 2023, a 3.2% increase from 2022. The gross amount of student debt has increased considerably due to insufficient funding to support missing middle students, the decline in the economy, the demand for fee-free higher education, and the capping of accommodation fees by NSFAS. The high levels of inflation experienced in 2023 and financial strain on South African households have resulted in financial and debt instability, which contributes to the higher levels of outstanding student debt. The provision for bad debts on student receivables is 54.4% (2022: 58.6%) of gross student receivables. The provision has decreased in 2023, due to outstanding NSFAS debt at year-end which was not provided for, as it was recovered subsequent to year-end.

The University has reviewed and updated its policy on providing for outstanding student fees and made adjustments to provide for the increase in outstanding student debt taking the above factors into account. The demand for student financial aid continues to outstrip the available resources.

Initiatives to curtail a disproportionate growth in outstanding student debt include:

- Requiring students to pay a first payment at registration;
- Regular monitoring and increased contacting of students with outstanding debt;
- Handing over student accounts for debt collection in cases of long outstanding amounts;
- Charging a levy on default accounts to fund related legal tracing fees;
- Requiring a 50% deposit for all first-time registering international students for tuition and accommodation fees; and
- Limiting registrations to students with outstanding balances until settlement or conclusion of formal payment arrangements.

## 9.7 Investments

The University's investment funds serve three purposes, namely:

- To meet part of the short-term requirements of the University – these liabilities have a maximum term of 24 months. The risk profile emphasises the need for capital protection over short periods and a high degree of liquidity;
- To meet the long-term liabilities (5 years and more) of the University – the main requirement here is a good investment return relative to inflation over the long term and capital growth; and
- To meet the requirements of a special class of the long-term liabilities, namely the post-retirement medical aid benefits.

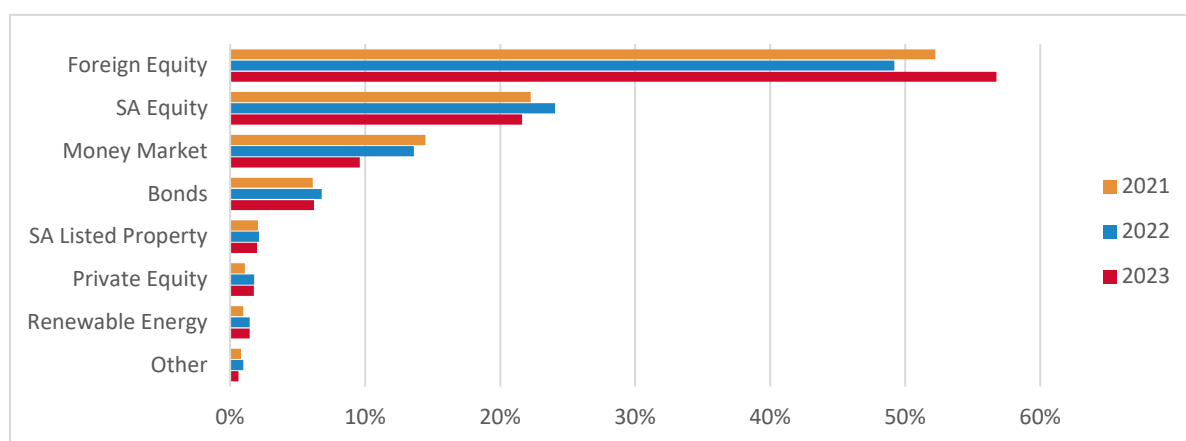
The University aligns its investment philosophy to the term of the liabilities and the risk profile. To this end, three investment portfolios have been established:

- Money Market Portfolio;
- Long-Term Capital Portfolio; and
- Continuation Medical Aid Portfolio.

The University follows an investment strategy that rebalances between Long-Term Capital and Money Market portfolios according to the cash flow requirements of the University, based on a rolling working capital budget, which accounts for the cash flows of major projects over a rolling 15-month period.

An indication of the University's diversified investment portfolio over the past three years is provided in Figure 9.6 below. A significant proportion in foreign investments allowed for reasonable stability in the investment portfolio despite the volatile local financial markets, by limiting the risk of price fluctuations through leveraging foreign exchange gains.

*Figure 9.6 University's investment portfolio, 2021–2023*



## 9.8 Retirement Funds

The University contributes towards the UP Pension Fund, UP Provident Fund and FundsAtWork Umbrella Provident Fund. These funds are managed by boards of trustees and are registered in terms of the provisions of the Pension Fund Act 24 of 1956, as amended.

The schemes are funded through payments to trustee-administered funds. The UP funds ensure that the investment positions are managed within an asset-liability matching framework to ensure that

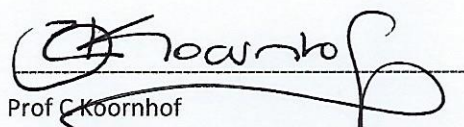
long term investments are in line with the associated obligations. The FundsAtWork Umbrella Provident Fund is administered by Momentum with the University having an oversight role.

The retirement funds are invested in equities, bonds, listed property and fixed interest investments whose maturities will match the obligations as they fall due. These asset allocations are determined by the fund's trustees and the investments within each asset class are managed by external investment managers in diversified investment portfolios.

The retirement funds were fully funded at year-end.

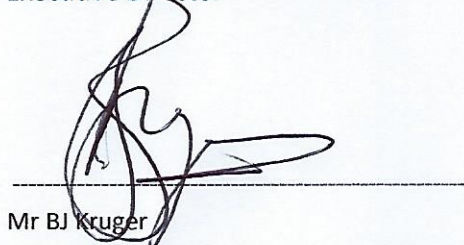
## 9.9 Concluding Comment

The University has recorded satisfactory results for the financial year ended 31 December 2023. However, the disparity in the growth of income and expenses year-on-year remains a concern. The University recorded a loss of R135,8 million for subsidised activities before transfers, and had to rely on once-off reserves to fund the deficit. This is the result of expenses increasing at a higher rate compared to income streams. The University will continue to aim for a breakeven result in subsidised activities by implementing the controls and measures in the Financial Sustainability Plan. These controls and measures are essential to ensure that the University remains financially sustainable and to alleviate the funding constraints from first- and second-stream income.



Prof C. Koornhof  
*Executive Director*

19 JUNE 2024  
Date



Mr BJ Kruger  
*Chairperson of the Executive Committee of Council*

19 JUNE 2024  
Date



## 10. APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS

Council is responsible for the preparation, integrity and fair presentation of the financial statements of the University of Pretoria.

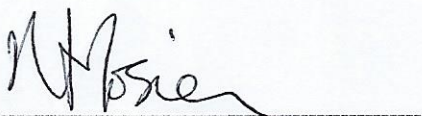
The consolidated financial statements accompanying this Annual Report for 2023, have been prepared in accordance with section 41 of the Higher Education Act 101 of 1997, as amended. Council also prepared other information as required to be included in this Annual Report and is responsible for both its accuracy and consistency with the consolidated financial statements.

The 'going concern' approach was followed in the preparation of the consolidated financial statements. Based on forecasts and available cash resources, Council believes that the University of Pretoria will remain a 'going concern' in the foreseeable future. The viability of the institution is supported by the content of the consolidated financial statements.

The consolidated financial statements have been audited by Ernst & Young Incorporated who were given unrestricted access to all financial records and related data, including the minutes of meetings of Council and all its committees. Council believes that all representations made to the independent auditors during their audit were valid and appropriate.

### Approval of the consolidated financial statements

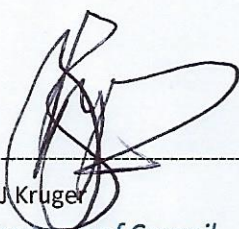
The consolidated financial statements for the year ended 31 December 2023, set out in Annexure A were approved by Council on 19 June 2024 and signed on its behalf by:



Prof NT Mosia  
*Interim Vice-Chancellor and Principal*

19 JUNE 2024

Date



Mr BJ Kruger  
*Chairperson of Council*

19 JUNE 2024

Date

**Consolidated Financial Statements of  
the University of Pretoria  
for the year ended 31 December 2023**



UNIVERSITEIT VAN PRETORIA  
UNIVERSITY OF PRETORIA  
YUNIBESITHI YA PRETORIA

## **INDEPENDENT AUDITOR'S REPORT TO THE MINISTER OF HIGHER EDUCATION SCIENCE AND INNOVATION AND THE COUNCIL ON THE UNIVERSITY OF PRETORIA**

### **REPORT ON THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS**

#### **Opinion**

We have audited the consolidated financial statements of the University of Pretoria and its subsidiaries (the University) set out on pages 142 to 199, which comprise the consolidated statement of financial position as at 31 December 2023, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in funds 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 material accounting policy information.

In our opinion the consolidated financial statements present fairly, in all material respects, the consolidated financial position of the University as at 31 December 2023 and its consolidated financial performance and consolidated cash flows for the year then ended in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board (IFRS Accounting 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 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 Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards).

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Responsibilities of the Council for the consolidated financial statements**

The Council is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRS and the requirements of the HEA 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 the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

A further description of our responsibilities for the audit of the consolidated financial statements is included in the annexure to this auditor's report. This description, which is located at pages 140 to 141, forms part of our 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 on the usefulness and reliability of the reported performance against predetermined objectives for selected objectives presented in the annual performance report. The council still is responsible for the preparation of the annual performance report.

We selected the following objective presented in the annual performance report for the year ended 31 December 2023 for auditing. We selected an objective that measures the University's performance on its primary mandated functions and that is of significant national, community or public interest.

Objectives	Pages	Purpose
To enhance access and successful student learning	120 - 124	To provide educational opportunities to students from diverse backgrounds, addressing unequal student representation across racial and socio-economic groups, and undoing the regressive effects of socio-economic background on educational achievement. Recognising that access alone does not guarantee success, we adopt a holistic understanding of students' circumstances, and the support needed to enhance student readiness and well-being are important co-determinants of successful university life.

We evaluated the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the University's planning and delivery on its mandate and objectives.

We performed procedures to test whether:

- the indicators used for planning and reporting on performance can be linked directly to the mandate and the achievement of its planned objectives
- the indicators are well defined to ensure that they are easy to understand and apply consistently
- the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated
- the indicators and targets reported on in the annual performance report are the same as what was committed to in the approved initial or revised planning documents
- there is adequate supporting evidence for the achievements reported.

We performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion or conclusion.

We did not identify any material findings on the reported performance information of the selected objective mentioned above.

## **Report on compliance with legislation**

### **Introduction and scope**

In accordance with the PAA and the general notice issued in terms thereof, we must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The Council is responsible for the University's compliance with legislation.

We performed procedures to test compliance with selected requirements in key legislation in accordance with the AGSA findings engagement methodology. This engagement is not an assurance engagement. Accordingly, we do not express an assurance opinion or conclusion.

Through an established AGSA process, we selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the University, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.

We did not identify any material findings on compliance with the selected legislative requirements.

### **Other information in the annual report**

The Council is responsible for the other information. The other information comprises the information included in the 199 page document titled "Annual Report and Audited Financial Statements of the University of Pretoria". The other information does not include the consolidated financial statements, the auditor's report and those selected objectives presented in the annual performance report that have been specifically reported on in this auditor's report.

Our opinion on the consolidated financial statements and our findings on the reported performance information and compliance with legislation do not cover the other information and we do not express an audit opinion or any form of assurance conclusion on it.

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, 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 on it.

Matters of internal control considered are limited to significant deficiencies that would result in a basis for a modification of the audit opinion, or any material findings reported on the audit of the annual performance report or any material findings on the audit of compliance with legislation included in this report.

Consequently, as no matters were reported, we did not identify any significant deficiencies in internal control as described above



## OTHER REPORTS

We draw attention to the following engagements conducted by various parties. These reports did not form part of our opinion on the consolidated financial statements or our findings on the reported performance information or compliance with legislation.

### *Audit-related services*

Various parties conducted engagements to perform agreed-upon procedures or special purpose audits as requested by donors during the year ended 31 December 2023. These engagements were performed at the request of various entities providing funds to the University and covered periods during the year ended 31 December 2023. The details of these engagements are as follows:

### *Agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400):*

- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the Oppenheimer Chair for Emerging African Scientists in Non-invasive Wildlife Research Grant, as required by the BRO Trust.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the Infrastructure Efficiency (Phase III - VI) Grant, as required by the Department of Higher Education for their process to determine the University's subsidy for future periods.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the Extramural Units and Self-Initiated Research Grants, as required by Medical Research Council.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the Horizon 2020 grant agreement 862170 - "Locally-driven co-development of plant-based value chains towards more sustainable African system with healthier diets and export potential" – InnoFoodAfrica, a required by the European Union.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the Anglo chair of Pyrometallurgy Grant, as required by the Anglo Operations Proprietary Limited.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the Heyns PS - Eskom Centre in Plant Asset Management funding, as required by the University of Pretoria's management.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the National Research Foundation grants, Scholarships and Grant Deposits awarded to institutions, as required by the National Research Foundation for their process to determine the University's subsidy for future periods.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the Oppenheimer Endowed Fellowship in Molecular Archaeology Grant, as required by the BRO Trust.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the Gauteng Province Department of Health and Facilities on the Joint Appointments Liability.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the York Timbers Chair in Data-Driven, Wood Structural Engineering for a Sustainable Built Environment and African Bio-Economy Grant, as required by the York Timbers (Pty) Limited.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on the South African Centre for Digital Language Resources (SADiLaR) Rambiritch A funding, as required by the North-West University.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Upon Procedures Engagements (ISRS 4400) on New Generation of Academic Programme Grant, as required by the Department of Higher Education for their process to determine the University's subsidy for future periods.

- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Up Procedures Engagements (ISRS 4400) on Veterinary Science Grant, as required by the Department of Higher Education for their process to determine the University subsidy for future periods.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Up Procedures Engagements (ISRS 4400) on University Capacity Development Grant, as required by the Department of Higher Education for their process to determine the University's subsidy for future periods.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Up Procedures Engagements (ISRS 4400) on University Capacity Development Grant Collaborative Programmes, as required by the Department of Higher Education for their process to determine the University's subsidy for future periods.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Up Procedures Engagements (ISRS 4400) on Foundation Programmes Grant, as required by the Department of Higher Education for their process to determine the University's subsidy for future periods.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Up Procedures Engagements (ISRS 4400) on Nurturing Emerging Scholars Programme Grant, as required by the Department of Higher Education for their process to determine the University's subsidy for future periods.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Up Procedures Engagements (ISRS 4400) on Clinical Training and Nelson Mandela Fidel Castro Programme Grant, as required by the Department of Higher Education for their process to determine the University's subsidy for future periods.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Up Procedures Engagements (ISRS 4400) on the University Capacity Development Grant Gordon Institute of Business Science, as required by the Department of Higher Education for their process to determine the University's subsidy for future periods.
- Engagement to perform agreed-upon procedures in terms of International Standards on Related Services 4400 (Revised): Agreed-Up Procedures Engagements (ISRS 4400) on Research Articles Grant, as required by the Department of Higher Education for their process to determine the University's subsidy for future periods.

*Engagements to perform a special purpose audit in terms of International Standards on Auditing 805 (revised): Special Considerations – Audits of single financial statements and specific elements, accounts or items of a financial statement (ISA 805):*

- Engagement to perform a special purpose audit in terms of International Standards on Auditing 805 (revised): Special Considerations – Audits of single financial statements and specific elements, accounts or items of a financial statement (ISA 805) on the financial statements of Centre of Sexualities AIDS grant from the Norwegian Students and Academics International Assistance Fund.
- Engagement to perform a special purpose audit in terms of International Standards on Auditing 805 (revised): Special Considerations – Audits of single financial statements and specific elements, accounts or items of a financial statement (ISA 805) on the financial statements of the Centre of Excellence a division of the University of Pretoria for funding from the National Research Foundation.
- Engagement to perform a special purpose audit in terms of International Standards on Auditing 805 (revised): Special Considerations – Audits of single financial statements and specific elements, accounts or items of a financial statement (ISA 805) on the financial statements of the Centre of Human Rights a division of the University of Pretoria.
- Engagement to perform a special purpose audit in terms of International Standards on Auditing 805 (revised): Special Considerations – Audits of single financial statements and specific elements, accounts or items of a financial statement (ISA 805) on the financial statements of the Isihlathululi-Mezwi Sesindebele NLU (NPC)
- Engagement to perform a special purpose audit in terms of International Standards on Auditing 805 (revised): Special Considerations – Audits of single financial statements and specific elements, accounts or items of a financial statement (ISA 805) on the financial statements of the Strengthening the Protection of Sexual and Reproductive Health Rights in Africa funding, as required by the Swedish International Development Cooperation Agency.

- Engagement to perform a special purpose audit in terms of International Standards on Auditing 805 (revised): Special Considerations – Audits of single financial statements and specific elements, accounts or items of a financial statement (ISA 805) on the financial statements on the Enhancing Sustainable Groundwater Use in South Africa - ESGUSA-2, as required by Danida Fellowship Centre.

DocuSigned by:

*Ernst & Young Inc.*

46675839E4324E1...

**Ernst & Young Inc.**  
**Director - Kavinesh Manicum**  
**Registered Auditor**  
**Chartered Accountant (SA)**  
**102 Rivonia Road, Sandton**  
**Johannesburg, South Africa**

**19 June 2024**

## **ANNEXURE - AUDITOR'S RESPONSIBILITIES 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 and on the University's compliance with selected requirements in key legislation.

### **Consolidated Financial Statements**

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

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

### **Communication with those charged with governance**

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 provide the Council with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to have a bearing on our independence and, where applicable, actions taken to eliminate threats or safeguards applied.

## Compliance with legislation – selected legislative requirements.

1. The selected legislative requirements are as follows:

Legislation	Sections or regulations
Higher Education Act, Act, 101 of 1997	<p>Asset Management</p> <p>Sections 20 (5); 40(3)(a)(i); 40(3)(a)(ii) and 40(3)(a)(iii).</p> <p>Procurement and Contract Management</p> <p>Sections 27(7)(c); 27(7) (e); 27(7)(A) - (C); 34(4)(a); 34(4)(b); 34(5) and 34(6)</p> <p>Annual Financial Statements</p> <p>Sections 41(1)(b)(ii)</p>
Regulations for Reporting by Public Higher Education Institutions	<p>Strategic Planning</p> <p>Regulations 4(1); 4(2); 5(1); 5(2)(a); 5(2)(d); 5(2)(g); 5(2)(m) and 6(2), 6(2)(d), 6(3),</p> <p>Annual Financial Statements</p> <p>Regulations 7(4)(b)(xii)</p>
Public Finance Management Act	<p>Annual Financial Statements</p> <p>PFMA 55(1)(c)</p>
Public Audit Act	<p>Annual Financial Statements</p> <p>PAA 14(2)(b)</p> <p>GN 3018 of 8 February 2023: Audit Directive for 2023</p>
Prevention of Corrupt Activities Act, Act 12 of 2004	<p>Consequence Management Section 34 (1)</p>

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2023**

	NOTES	2023	2023	2022	2022
		R'000	R'000	R'000	R'000
<b>ASSETS</b>			<b>30 418 893</b>		<b>26 149 523</b>
<b>NON-CURRENT ASSETS</b>			26 728 715		22 276 998
Property, plant and equipment	1	6 830 011		6 558 591	
Right-of-use assets	2	2 068		1 103	
Intangible assets	3	66 460		66 091	
Investments at fair value through other comprehensive income	4.1	17 633 482		13 796 266	
Investments at fair value through profit and loss	4.2	1 311 554		1 192 517	
Investment in associate companies	28	-		1 040	
Defined benefit pension plan	10.1	407 569		309 365	
Defined benefit medical plan	10.2	456 051		332 676	
Defined benefit/contribution provident plan	10.3	11 276		10 124	
Deferred taxation	5	142		49	
Loans and receivables	6	10 102		9 176	
Student loans		9 567		8 641	
Other receivables		535		535	
<b>CURRENT ASSETS</b>			3 690 178		3 872 525
Inventories	7	25 559		25 842	
Investments at fair value through profit and loss	4.2	231 990		209 896	
Receivables and prepayments	8	705 729		636 850	
Student receivables		371 876		270 521	
Other amounts		333 853		366 329	
Cash and cash equivalents	9	2 726 900		2 999 937	
<b>FUNDS AND LIABILITIES</b>			<b>30 418 893</b>		<b>26 149 523</b>
<b>TOTAL FUNDS</b>			25 600 810		21 584 833
<b>NON-DISTRIBUTABLE RESERVES</b>					
Fair value reserve on specific purpose funds		6 324 811		3 391 595	
<b>RESERVE FUNDS</b>					
Restricted funds		6 647 445		6 205 031	
Specific purpose funds		1 473 834		1 242 993	
Property, plant and equipment funds		5 172 594		4 960 813	
Student accommodation funds		1 017		1 225	
Council designated funds		12 622 965		11 987 022	
Specific purpose funds		9 984 393		10 281 618	
Property, plant and equipment funds		2 638 572		1 705 404	
Council controlled unrestricted operating fund		5 589		1 185	
<b>NON-CURRENT LIABILITIES</b>			1 720 264		1 695 537
Lease liabilities	11	1 040		682	
Deferred income	13	1 680 242		1 618 477	
Group life assurance liability	10.4	38 982		76 378	
<b>CURRENT LIABILITIES</b>			3 097 819		2 869 153
Lease liabilities	11	1 332		615	
Trade payables, accruals and other liabilities	12	846 030		796 656	
Deferred income	13	1 048 216		857 039	
Contract liabilities	14	187 368		180 364	
Student credits and deposits	15	423 655		430 213	
Agency funds	16	591 218		604 266	

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**
**CONSOLIDATED STATEMENT OF PROFIT OR LOSS FOR THE YEAR ENDED 31 DECEMBER 2023**

	NOTES	COUNCIL CONTROLLED UNRESTRICTED OPERATING FUND	SPECIFICALLY FUNDED ACTIVITIES RESTRICTED & DESIGNATED	SUB-TOTAL	STUDENT ACCOMMODATION RESTRICTED	2023 TOTAL	2022 TOTAL
		R'000	R'000	R'000	R'000	R'000	R'000
<b>TOTAL INCOME</b>		<b>5 411 177</b>	<b>2 759 391</b>	<b>8 170 568</b>	<b>594 072</b>	<b>8 764 640</b>	<b>8 328 915</b>
State appropriations - subsidies and grants	17.1	2 939 993	466 973	3 406 966	-	3 406 966	3 194 511
Tuition and other fee income	17.2	2 329 181	-	2 329 181	577 334	2 906 515	2 633 088
Income from contracts and services	17.3	142 003	1 355 309	1 497 312	16 662	1 513 974	1 693 602
Donations and gifts	17.4	-	211 466	211 466	76	211 542	197 051
<b>SUB-TOTAL: REVENUE</b>	17.5	<b>5 411 177</b>	<b>2 033 748</b>	<b>7 444 925</b>	<b>594 072</b>	<b>8 038 997</b>	<b>7 718 252</b>
Interest and dividends	18	-	517 011	517 011	-	517 011	441 670
Net interest income on defined benefit/contribution plans	10,19	-	75 086	75 086	-	75 086	100 506
Profit on disposal of property, plant and equipment		-	2 381	2 381	-	2 381	500
Net fair value gains on financial assets	20	-	131 619	131 619	-	131 619	68 442
Share of net (loss) of associates		-	(454)	(454)	-	(454)	(455)
<b>TOTAL EXPENSES</b>		<b>5 546 967</b>	<b>1 974 257</b>	<b>7 521 224</b>	<b>452 870</b>	<b>7 974 094</b>	<b>7 471 669</b>
Personnel	21	3 780 988	622 393	4 403 381	154 966	4 558 347	4 337 738
Leave cost accrued	21	4 033	(317)	3 716	641	4 357	(24 072)
Other operating expenses	22	1 451 077	1 316 928	2 768 005	253 407	3 021 412	2 858 953
Expected credit losses	6, 8	46 433	1 865	48 298	43 360	91 658	23 786
Impairment of intangible assets	3	-	310	310	-	310	-
Depreciation and amortisation	1, 2, 3	264 436	31 877	296 313	496	296 809	274 992
<b>SUB-TOTAL: OPERATING EXPENSES</b>		<b>5 546 967</b>	<b>1 973 056</b>	<b>7 520 023</b>	<b>452 870</b>	<b>7 972 893</b>	<b>7 471 397</b>
Finance expense		-	1 201	1 201	-	1 201	272
<b>(DEFICIT)/SURPLUS BEFORE TAX</b>		<b>(135 790)</b>	<b>785 134</b>	<b>649 344</b>	<b>141 202</b>	<b>790 546</b>	<b>857 246</b>
Tax income/(expense)	23	-	142	142	-	142	(46)
<b>(DEFICIT)/SURPLUS FOR THE YEAR</b>		<b>(135 790)</b>	<b>785 276</b>	<b>649 486</b>	<b>141 202</b>	<b>790 688</b>	<b>857 200</b>

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**
**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2023**

	NOTES	COUNCIL CONTROLLED UNRESTRICTED OPERATING FUND	SPECIFICALLY FUNDED ACTIVITIES RESTRICTED & DESIGNATED	SUB-TOTAL	STUDENT ACCOMMODATION RESTRICTED	2023 TOTAL	2022 TOTAL
		R'000	R'000	R'000	R'000	R'000	R'000
<b>(DEFICIT)/SURPLUS FOR THE YEAR</b>		<b>(135 790)</b>	<b>785 276</b>	<b>649 486</b>	<b>141 202</b>	<b>790 688</b>	<b>857 200</b>
<b>OTHER COMPREHENSIVE INCOME FOR THE YEAR</b>		-	<b>3 225 289</b>	<b>3 225 289</b>	-	<b>3 225 289</b>	<b>(1 472 974)</b>
<b>Items that will not be reclassified to profit and loss</b>							
Remeasurements on defined benefit pension plan	10.1	-	64 699	64 699	-	64 699	(48 737)
Remeasurements on defined benefit medical plan	10.2	-	88 803	88 803	-	88 803	(146 976)
Remeasurements on defined benefit/contribution provident plan	10.3	-	(83)	(83)	-	(83)	(1 628)
Remeasurements on group life assurance plan	10.4	-	47 554	47 554	-	47 554	11 088
Net fair value (losses)/gains on financial assets	20	-	3 024 316	3 024 316	-	3 024 316	(1 286 721)
<b>TOTAL COMPREHENSIVE (LOSS)/INCOME FOR THE YEAR</b>		<b>(135 790)</b>	<b>4 010 565</b>	<b>3 874 775</b>	<b>141 202</b>	<b>4 015 977</b>	<b>(615 774)</b>



**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**CONSOLIDATED STATEMENT OF CHANGES IN FUNDS FOR THE YEAR ENDED 31 DECEMBER 2023**

	COUNCIL CONTROLLED	COUNCIL DESIGNATED AND RESTRICTED SPECIFIC PURPOSE FUNDS				COUNCIL DESIGNATED AND RESTRICTED PROPERTY, PLANT AND EQUIPMENT FUNDS				RESTRICTED	TOTAL FUNDS
	UNRESTRICTED OPERATING FUND	OPERATING FUND	LOAN FUND	ENDOWMENT AND SIMILAR FUNDS*	TOTAL	UNEXPENDED AND PPE RESERVES	RENEWAL AND REPLACEMENT	INVESTMENT IN PPE FUND	TOTAL PPE FUNDS	STUDENT ACCOMMODATION	
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
<b>BALANCE AS AT 31 DECEMBER 2021: CREDIT</b>	<b>4 156</b>	<b>7 085 290</b>	<b>103 487</b>	<b>8 682 957</b>	<b>15 871 734</b>	<b>1 184 358</b>	<b>423 326</b>	<b>4 715 031</b>	<b>6 322 715</b>	<b>2 002</b>	<b>22 200 607</b>
Non-distributable reserves	-	-	-	5 462 352	5 462 352	-	-	-	-	-	5 462 352
Council designated funds	4 156	5 951 071	63 120	3 027 374	9 041 565	1 184 358	423 326	-	1 607 684	-	10 653 405
Restricted funds	-	1 134 219	40 367	193 231	1 367 817	-	-	4 715 031	4 715 031	2 002	6 084 850
<b>Net (decrease)/increase in funds</b>	<b>(2 971)</b>	<b>298 657</b>	<b>7 609</b>	<b>(1 261 794)</b>	<b>(955 528)</b>	<b>(146 919)</b>	<b>244 639</b>	<b>245 782</b>	<b>343 502</b>	<b>(777)</b>	<b>(615 774)</b>
(Deficit)/Surplus for the year	(8 067)	598 801	(2 207)	203 977	800 571	(116 882)	44 463	17 240	(55 179)	119 875	857 200
Other comprehensive income comprising:											
Remeasurements on defined benefit/contribution plans				(186 253)	(186 253)						(186 253)
Remeasurements on defined benefit medical plan				(146 976)	(146 976)						(146 976)
Remeasurements on defined benefit pension plan				(48 737)	(48 737)						(48 737)
Remeasurements on defined benefit/contribution provident plan				(1 628)	(1 628)						(1 628)
Remeasurements on group life assurance plan				11 088	11 088						11 088
Fair value gains/(losses) on financial assets				(1 286 721)	(1 286 721)						(1 286 721)
Net transfers (to)/from other funds	5 096	(300 144)	9 816	7 203	(283 125)	(30 037)	200 176	228 542	398 681	(120 652)	-
<b>BALANCE AS AT 31 DECEMBER 2022: CREDIT</b>	<b>1 185</b>	<b>7 383 947</b>	<b>111 096</b>	<b>7 421 163</b>	<b>14 916 206</b>	<b>1 037 439</b>	<b>667 965</b>	<b>4 960 813</b>	<b>6 666 217</b>	<b>1 225</b>	<b>21 584 833</b>
Non-distributable reserves	-	-	-	3 391 595	3 391 595	-	-	-	-	-	3 391 595
Council designated funds	1 185	6 376 171	72 771	3 832 676	10 281 618	1 037 439	667 965	-	1 705 404	-	11 988 207
Restricted funds	-	1 007 776	38 325	196 892	1 242 993	-	-	4 960 813	4 960 813	1 225	6 205 031
<b>Net (decrease)/increase in funds</b>	<b>4 404</b>	<b>(170 218)</b>	<b>20 017</b>	<b>3 017 033</b>	<b>2 866 832</b>	<b>78 980</b>	<b>854 188</b>	<b>211 781</b>	<b>1 144 949</b>	<b>(208)</b>	<b>4 015 977</b>
(Deficit)/Surplus for the year	(135 790)	935 891	91	(117 343)	818 639	(41 482)	69 883	(61 764)	(33 363)	141 202	790 688
Other comprehensive income comprising:											
Remeasurements on defined benefit/contribution plans				200 973	200 973						200 973
Remeasurements on defined benefit medical plan				88 803	88 803						88 803
Remeasurements on defined benefit pension plan				64 699	64 699						64 699
Remeasurements on defined benefit/contribution provident plan				(83)	(83)						(83)
Remeasurements on group life assurance plan				47 554	47 554						47 554
Fair value gains/(losses) on financial assets				3 024 316	3 024 316						3 024 316
Net transfers (to)/from other funds	140 194	(1 106 109)	19 926	(90 913)	(1 177 096)	120 462	784 305	273 545	1 178 312	(141 410)	-
<b>BALANCE AS AT 31 DECEMBER 2023: CREDIT</b>	<b>5 589</b>	<b>7 213 729</b>	<b>131 113</b>	<b>10 438 196</b>	<b>17 783 038</b>	<b>1 116 419</b>	<b>1 522 153</b>	<b>5 172 594</b>	<b>7 811 166</b>	<b>1 017</b>	<b>25 600 810</b>
Non-distributable reserves	-	-	-	6 324 811	6 324 811	-	-	-	-	-	6 324 811
Council designated funds	5 589	5 975 981	92 278	3 916 134	9 984 393	1 116 419	1 522 153	-	2 638 572	-	12 628 554
Restricted funds	-	1 237 748	38 835	197 251	1 473 834	-	-	5 172 594	5 172 594	1 017	6 647 445

\* This fund group includes the non-distributable fair value reserve.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2023**

	NOTES	2023	2022
		R'000	R'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES*</b>			
Cash generated from operations	26	570 964	557 932
Interest received	18	277 912	222 375
Dividends received	18	239 099	219 295
Interest paid		(1 201)	(272)
Taxation refunded	23	49	103
		<u>1 086 823</u>	<u>999 433</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchases of property, plant and equipment	1	(537 840)	(476 881)
Purchases of intangible assets	3	(6 844)	(1 396)
Purchases of investments	4	(2 344 285)	(4 667 783)
Proceeds from disposal of associate		886	-
Proceeds from disposal of property, plant and equipment		7 437	7 922
Proceeds from disposal of intangible assets		9	3
Proceeds from disposal of investments	4	<u>1 521 872</u>	<u>3 987 304</u>
		<u>(1 358 765)</u>	<u>(1 150 831)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Payment of capital portion of lease liabilities	11	<u>(1 095)</u>	<u>(1 583)</u>
		<u>(1 095)</u>	<u>(1 583)</u>
<b>NET DECREASE IN CASH AND CASH EQUIVALENTS</b>		<b>(273 037)</b>	<b>(152 981)</b>
<b>CASH AND CASH EQUIVALENTS AT THE BEGINNING OF YEAR</b>	9	2 999 937	3 152 918
<b>CASH AND CASH EQUIVALENTS AT THE END OF YEAR</b>	9	<u><b>2 726 900</b></u>	<u><b>2 999 937</b></u>

\*Capital grants received are included in cash flows from operating activities. Management considers this disclosure to be a fairer indication of the nature of these transactions as it does not view the source of these grants as being a capital provider.

# UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES

## ACCOUNTING POLICIES FOR THE YEAR ENDED 31 DECEMBER 2023

### 1. Basis for preparation

The University of Pretoria and its subsidiaries ("the group") prepared consolidated annual financial statements in accordance with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) and the requirements of the Higher Education Act 101 of 1997 (as amended).

The consolidated financial statements have been prepared on a historical cost basis, except for certain financial assets and liabilities and post-employment benefits, which are measured at fair value.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the group's accounting policies. The areas involving a higher degree of judgement or complexity, or the areas where assumptions and estimates are significant to the consolidated financial statements, are disclosed in accounting policy note 1.3.

The principal accounting policies adopted in the preparation of the consolidated financial statements are set out below and are consistent with those of the previous year, unless stated otherwise.

#### 1.1 *Going concern*

The group's forecast and projections, taking account of possible changes in operating circumstances, show that the group should be able to operate for the foreseeable future with its current financing. Council has a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future. The group therefore continues to adopt the going concern basis in preparing its consolidated financial statements.

#### 1.2 *New standards, amendments and interpretations*

##### 1.2.1 *New standards, amendments and interpretations adopted by the group*

The group has applied the following amendments for the first time for their annual reporting period commencing 1 January 2023:

- IFRS 17 Insurance Contracts
- Definition of Accounting Estimates - Amendments to IAS 8
- Disclosure of Accounting Policies - Amendments to IAS 1 and IFRS Practice Statement 2
- Deferred Tax related to Assets and Liabilities arising from a Single Transaction - Amendments to IAS 12
- International Tax Reform - Pillar Two Model Rules - Amendments to IAS 12
- Classification of Liabilities as Current or Non-Current - Amendment to IAS 1

The amendments listed above did not have an impact on the amounts recognised in prior periods and are not expected to significantly affect the current or future periods.

### 1.2.2 *New standards, amendments and interpretations issued, not yet effective*

The following new accounting standards and interpretations have been published that are not mandatory for 31 December 2023 reporting periods and have not been adopted early by the group. These standards are not expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

- Supplier finance arrangements - amendments to IAS 7 and IFRS 7
- Non-current liabilities with covenants - amendments to IAS 1
- Lease liability in a sale and leaseback

### 1.3 *Significant accounting judgements, estimates and assumptions*

The preparation of the group's consolidated financial statements requires management to make judgements, estimates and assumptions. These judgements, estimates and assumptions are based on management's best knowledge of the relevant facts and circumstances, having regard to prior experience, but actual results may differ from the amounts included in the consolidated financial statements.

#### 1.3.1 *Judgements*

##### *(a) Revenue from contracts with customers*

IFRS 15 (as issued by the IASB) stipulates the accounting requirements that apply to all revenue arising from contracts with customers and requires the identification of the contract with the customer, identification of the separate performance obligations, determination of the transaction price, allocation of the transaction price, and the recognition and disclosure of revenue.

The classes of revenue that the group has determined to be within the scope of IFRS 15, includes research contracts and services rendered. These categories of income are primarily conducted on multi-year terms and are linked to performance objectives, milestones or obligations. When performance objectives are satisfied at a point in time, revenue is recognised when control transfers or the objective is met. This recognition requires judgment regarding the deliverables noted in each contract, as well as the University's performance against them. When performance objectives are satisfied over time in line with expenditure, the expenditure incurred is used as a measure of revenue recognition.

##### *(b) Deferred revenue*

Grants and other non-commercial income received are limited to the expenses incurred and the balance is recognised as deferred income in the statement of financial position. Such income obtained to reimburse expenses incurred are analysed on an individual contract basis. The deferral of income necessitates a degree of judgement by management. For asset grant income, the expected useful life of the asset is used as a basis for determining the timing of revenue recognition, which requires estimation of the useful life of the underlying assets. Refer to note 13 of the consolidated financial statements for the carrying amount of deferred income. Judgement is also required in estimating the amounts classified as current and non-current.

### 1.3.2 *Estimates and assumptions*

#### (a) *Useful lives of property, plant and equipment*

The group estimates the useful lives of property, plant and equipment based on the period over which the assets are expected to be available for use. The estimated useful lives of property, plant and equipment are reviewed at each reporting date and are updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence, actual usage patterns or other limits on the use of the relevant assets. The amounts and timing of recorded expenses for any period would be affected by changes in these factors and circumstances. A reduction in the estimated useful lives of the property, plant and equipment would increase the recorded expenses and decrease the non-current assets. For details of carrying amounts as at the end of the reporting period, refer to note 1 of the consolidated financial statements.

#### (b) *Fair value of investments*

Where the fair value of investments cannot be measured based on quoted prices in an active market, their fair value is measured using various valuation techniques. The fair value of the group's unlisted equities is performed by the group's investment managers based on an earnings multiple methodology or a discounted cash flow methodology. When possible, the inputs to these models are taken from observable markets, however, a degree of estimation is required in establishing the fair values. For details of carrying amounts as at the end of the reporting period, refer to note 4 of the consolidated financial statements.

#### (c) *Post-employment benefits*

Post-employment benefits have been recognised in accordance with accounting policy note 12. The cost of post-employment benefits is determined using annual actuarial valuations. An actuarial valuation involves making various assumptions that may differ from actual developments in the future. These include the determination of the discount rate, future salary increases, mortality rates and future pension increases. Due to the complexities and its long-term nature, an actuarial valuation is extremely sensitive to changes in these assumptions. All assumptions are reviewed at each reporting date. A statutory valuation is done every three years as required by the Pension Fund Act. The main assumptions, carrying amounts and sensitivity analysis related to post-employment benefits are summarised in note 10 of the consolidated financial statements.

#### (d) *Impairment of financial assets*

The loss allowances for financial assets are based on assumptions about risk of default, expected loss rates and forward-looking macroeconomic factors. The assessment is initially based on the group's historical observed default rates. At every reporting date, the historical observed default rates are updated and changes in the forward-looking estimates are analysed. The assessment of these factors and the correlation between historical observed default rates, forecast economic conditions and expected loss rates is a significant estimate. Expected credit losses are sensitive to changes in circumstances and of forecast economic conditions. The group's historical credit loss experience and forecast of economic conditions may also not be representative of customer's actual default in the future.

For student loans and student debtors, the loss allowance is calculated using the generalised approach which is based on a probability of default and loss given default. The probability of default

is calculated based on an annual analysis of default rates over a period of 36 months before 31 December. The loss given default is calculated based on historical recoveries. The expected credit loss is calculated by multiplying the 'probability of default' and 'loss given default' by the 'exposure at default' and is adjusted based on forward-looking macroeconomic information. The macroeconomic factors include the average annual inflation rate, prime interest rate and unemployment rate.

For trade and other receivables, contract assets and lease receivables, the group applies the simplified approach permitted by IFRS 9 (as issued by the IASB), which requires expected lifetime losses to be recognised from initial recognition of the receivables. The expected credit loss is calculated using historical loss rates to estimate expected future losses.

**(e) Leases**

Assets and liabilities arising from a lease are initially measured on a present value basis. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the group, the expected incremental borrowing rate of the group is used to determine the discount rate. The incremental borrowing rate is the rate of interest that the lessee would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right-of-use asset in a similar economic environment. The expected incremental borrowing is estimated based on the prevailing prime lending rate with reference to existing loans by similar entities with commercial South African banks.

**(f) Inventories**

Inventories are initially recorded at cost and subsequently measured at the lower of cost and net realisable value. Net realisable value is an estimate of the selling price in the ordinary course of business based on market trends, less all costs associated with the completion and the sale of the asset. For details of carrying amounts as at the end of the reporting period, refer to note 7 of the consolidated financial statements.

## **2. Reserve funds**

### **2.1 Unrestricted operating fund**

The unrestricted operating fund in the consolidated statement of changes in funds reflects the University's subsidised activities including tuition fees and expenditure in respect of the formal programmes of the Gordon Institute of Business Science (GIBS). These funds primarily represent the teaching component of the University. Additions to these funds mainly comprise subsidies, tuition fees and the sales and services of educational activities (including patient fees at the Onderstepoort Veterinary Academic Hospital) as well as transfers from other funds to finance expenditure.

Expenditure comprises mainly of direct expenses, including salaries in academic departments for teaching and learning, research and community service, as well as other professional service expenses such as academic administration, library facilities, bursaries and loans. Institutional expenses, such as expenses incurred for student services, information technology and operating costs regarding land and buildings, are also recorded here.

## 2.2 *Restricted funds*

These funds may be used only for the purposes that have been specified in legally binding contracts by the provider of such funds or by another legally empowered person. The University Council has no discretion or control in this regard, but retains an oversight role with regard to ensuring that expenditure is in accordance with the mandate received from funders and University.

## 2.3 *Council designated funds*

These funds fall under the discretion of Council (e.g. sales of goods and services, non-prescriptive donations and grants, income from investments that are not restricted, specific purpose or administrated funds) and can be designated for specific purposes. Decisions in this regard can be changed at the discretion of Council.

## 2.4 *Non-distributable reserves*

These funds consist of the investment revaluation reserve. Gains/losses on the fair value adjustments of certain investments are recognised in a revaluation reserve until such time as the investment is disposed of or sold, when the gain/loss is transferred to Council designated funds.

# 3. **Subsidiaries**

Subsidiaries are all entities (including structured entities) over which the group has control. The group controls an entity when the group 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. Subsidiaries are fully consolidated from the date on which control is transferred to the group. They are de-consolidated from the date that control ceases.

The group applies the acquisition method to account for business combinations. The consideration transferred for the acquisition of a subsidiary is the fair value of the assets transferred, the liabilities incurred to the former owners of the acquiree and the equity interests issued by the group. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair value at the acquisition date. The group recognises any non-controlling interest in the acquiree on an acquisition-by-acquisition basis, either at fair value or at the non-controlling interest's proportionate share of the recognised amounts of acquiree's identifiable net assets. Acquisition-related costs are expensed as incurred.

If the business combination is achieved in stages, the acquisition date carrying value of the acquirer's previously held equity interest in the acquiree is re-measured to fair value at the acquisition date; any gains or losses arising from such re-measurement are recognised in the statement of profit or loss.

Any contingent consideration to be transferred by the group is recognised at fair value at the acquisition date. Subsequent changes to the fair value of the contingent consideration are recognised in accordance with IFRS 9 in the statement of profit or loss.

The excess of the consideration transferred, the amount of any non-controlling interest in the acquiree and the acquisition-date fair value of any previous equity interest in the acquiree over the fair value of the identifiable net assets acquired, is recorded as goodwill. If the total consideration transferred, non-controlling interest recognised and previously held interest measured is less than the fair value of the net

assets of the subsidiary in the case of a bargain purchase, the difference is recognised directly in the statement of profit or loss.

Inter-company transactions, balances and unrealised gains on transactions between group companies are eliminated. Unrealised losses are also eliminated. When necessary, amounts reported by subsidiaries have been adjusted to conform to the University's accounting policies.

#### **4. Associated companies**

Associates are all entities over which the group has significant influence but not control, generally accompanying a shareholding of between 20% and 50% of the voting rights. Investments in associates are accounted for using the equity method of accounting. Under the equity method, the investment is initially recognised at cost, and the carrying amount is increased or decreased to recognise the investor's share of the profit or loss of the investee after the date of acquisition. The group's investment in associates includes goodwill identified on acquisition.

If the ownership interest in an associate is reduced but significant influence is retained, only a proportionate share of the amounts previously recognised in other comprehensive income is reclassified to the statement of profit or loss, where appropriate.

The group's share of post-acquisition profit or loss is recognised in the statement of profit or loss, and its share of post-acquisition movements in other comprehensive income is recognised in other comprehensive income with a corresponding adjustment to the carrying amount of the investment. When the group's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured receivables, the group does not recognise further losses, unless it has incurred legal or constructive obligations or made payments on behalf of the associate.

The group determines at each reporting date whether there is any objective evidence that the investment in the associate is impaired. If this is the case, the group calculates the amount of impairment as the difference between the recoverable amount of the associate and its carrying value and recognises the amount in 'share of profit/(loss) of associates' in the statement of profit or loss.

Profits and losses resulting from upstream and downstream transactions between the group and its associate are recognised in the group's financial statements only to the extent of unrelated investor's interests in the associates. Unrealised losses are eliminated unless the transaction provides evidence of an impairment of the asset transferred.

#### **5. Foreign currency translation**

The consolidated financial statements are presented in South African Rand, the functional and presentation currency of the group. Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions or valuation where items are re-measured. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of profit or loss.

#### **6. Property, plant and equipment**

Land and buildings consist mainly of lecture halls, laboratories, student residences and administrative buildings. All property, plant and equipment are stated at historical cost less accumulated depreciation



(aggregated with accumulated impairment losses). Historical cost includes expenditure that is directly attributable to the acquisition of the items. Property, plant and equipment (PPE) acquired by means of donations is recorded at fair value at the date of the donation.

## 6.1 *Depreciation*

Land is not depreciated. Depreciation on other assets is calculated using the straight-line method to allocate their cost to their residual values over their estimated useful lives:

Vehicles	5 years
Computer equipment	6 years
Furniture and equipment	10 years
Audio-visual equipment	15 years
Buildings	15 to 80 years
Laboratory equipment	20 years
Property under construction	Not depreciated until available for use

Depreciation is charged to the statement of profit or loss.

Assets with a cost less than R5,000 are depreciated in full in the year of acquisition. Library books and journals are expensed in the financial period incurred.

At the end of each reporting period, management reviews the estimated useful lives and residual values of property, plant, and equipment to ensure they remain appropriate. To assess asset useful lives, management examines factors such as the extent to which fully depreciated assets are still actively used. Where the above estimated useful lives are inappropriate for a specific asset, management adjusts the depreciation rate for the specific asset to a more appropriate useful life.

## 6.2 *Maintenance, repairs and replacement costs*

Routine repair and maintenance costs are charged to the statement of profit or loss during the financial period in which they are incurred. The costs of major maintenance or overhaul of an item of property, plant or equipment are recognised in the carrying amount of the item of property, plant and equipment only if it is probable that future economic benefits associated with the item will flow to the group and the cost of the item can be measured reliably. Expenditure incurred to replace a component of an item is capitalised to the cost of the item. The remaining carrying amount of the replaced part is derecognised.

## 6.3 *Impairment of PPE*

Assets are assessed during each financial year for any indication that an asset may be impaired. If any such indication exists, an estimate is made of the asset's recoverable amount. Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. The recoverable amount is the higher of the fair value of an asset, less any selling costs, or its value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. In determining fair value less costs of disposal, recent market transactions are taken into account. If no such transactions can be identified, an appropriate valuation model is used.

#### 6.4 *Gains and losses on disposal of PPE*

Gains and losses on the disposal of property, plant and equipment are determined by comparing the proceeds to the carrying amount of the asset on the date of disposal and are recognised in the statement of profit or loss.

### 7. **Intangible assets**

#### 7.1 *Computer software development costs*

Costs associated with maintaining computer software programmes are recognised as an expense as incurred. Development costs that are directly attributable to the design and testing of identifiable and unique software products controlled by the group are recognised as intangible assets when the following criteria are met:

- it is technically feasible to complete the software product so that it will be available for use;
- management intends to complete the software product and use or sell it;
- there is an ability to use or sell the software product;
- it can be demonstrated how the software product will generate probable future economic benefits;
- adequate technical, financial and other resources to complete the development and to use or sell the software product are available; and
- the expenditure attributable to the software product during its development can be reliably measured.

Directly attributable costs that are capitalised as part of the software product include expenditure relating to the implementation partner, employee costs of staff employed, hardware and software purchased specifically for the Enterprise Resource Planning (ERP) System. Other development expenditures that do not meet these criteria are recognised as an expense as incurred. Development costs previously recognised as an expense are not recognised as an asset in a subsequent period.

Computer software development costs recognised as assets are amortised from the date on which the asset is available for use. Amortisation is calculated on a straight-line basis over its estimated useful life of 20 years (ERP systems) to their residual values and are carried at cost less accumulated amortisation and accumulated impairment. The estimated useful life is reduced for software with shorter estimated lifespans and is generally amortised over 10 years. The useful life and residual value are reviewed annually. Intangible assets are not revalued.

#### 7.2 *Artwork*

Artwork is recorded at cost on purchase or the estimated fair value at the date of the donation. The fair value is deemed to be a reasonable market value at the date of the donation. The market value at the date of the donation is determined by an art appraiser. Artwork is recorded as an intangible asset since the value of the artwork is generally reflected by the artist, the cultural or the historical value and not necessarily the value of the physical components of the artwork.

Artwork is considered to have an indefinite useful life since there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows. Artwork is therefore not amortised. Artwork is not revalued. Impairment reviews are undertaken annually or more frequently if events or changes in circumstances indicate a potential impairment. There was no indication in the current year that artwork should be impaired.

### 7.3 *Right of transfer and licence fees*

Right of transfer and licence fees are shown at historical cost. Both these categories have a definite useful life and are carried at cost less accumulated amortisation and accumulated impairment. Right of transfer is amortised from the date on which the asset is available for use. Right of transfer is amortised over the period of employment and the licence fees are amortised over 20 years. Amortisation is calculated using the straight-line method to allocate cost of right of transfer and licences over the estimated useful lives to their residual values. The useful lives and residual values are reviewed annually.

### 7.4 *Impairment of intangible assets*

Intangible assets that have an indefinite useful life and intangible assets not ready for use are not subject to amortisation and are evaluated annually for impairment. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash generating units). Prior impairments of financial assets are reviewed for possible reversal at each reporting date.

## 8. **Financial instruments**

### 8.1 *Classification of financial assets*

The group classifies its financial assets in the following categories: financial assets at fair value through other comprehensive income (FVOCI), financial assets at fair value through profit and loss (FVPL) and financial assets at amortised cost. The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows. Management determines the classification of its financial assets at initial recognition.

#### 8.1.1 *Amortised cost*

This category applies only when the contractual terms of the instrument give rise, on specified dates, to cash flows that are solely payments of principal and interest on principal, and where the instrument is held under a business model where the objective is met by holding the instrument to collect contractual cash flows.

#### 8.1.2 *FVOCI*

Financial assets at fair value through other comprehensive income are instruments that are held within a business model where the objective is achieved by both collecting contractual cash flows and selling of financial assets and where the contractual terms of the instrument give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. For investments in equity instruments this will depend on whether the group has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income.

### 8.1.3 *FVPL*

Financial assets at fair value through profit or loss applies to all investments that are not classified at amortised cost or fair value through other comprehensive income.

## 8.2 *Recognition and measurement of financial assets*

Regular purchases and sales of financial assets are recognised on the trade date – the date on which the group commits to purchase or sell the asset. Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss.

Financial assets are derecognised when the rights to receive cash flows from the investments have expired or have been transferred and the group has transferred substantially all risks and rewards of ownership.

### 8.2.1 *Debt Instruments*

Subsequent measurement of debt instruments depends on the group's business model for managing the asset and the cash flow characteristics of the asset. There are three measurement categories into which the group classifies its debt instruments:

- **Amortised cost:** Assets that are held for collection of contractual cash flows, where those cash flows represent solely payments of principal and interest, are measured at amortised cost. Interest income from these financial assets is included in finance income using the effective interest rate method. Any gain or loss arising on derecognition is recognised directly in the statement of profit or loss. Impairment losses are presented as separate line item in the statement of profit or loss.
- **FVOCI:** Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at FVOCI. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses, which are recognised in the statement of profit or loss.
- **FVPL:** Assets that do not meet the criteria for amortised cost or FVOCI are measured at FVPL. A gain or loss on a debt investment that is subsequently measured at FVPL is recognised in the statement of profit or loss and presented net with other gains/(losses) in the period in which it arises.

### 8.2.2 *Equity Instruments*

The group subsequently measures all equity investments at fair value. Where the group's management has elected to present fair value gains and losses on equity investments in OCI, there is no subsequent reclassification of fair value gains and losses to the statement of profit or loss following the derecognition of the investment. Dividends from such investments continue to be recognised in the statement of profit or loss as part of 'Interest and dividends' when the group's right to receive payments is established.

Changes in the fair value of financial assets at FVPL are recognised in the statement of profit or loss, as applicable. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

### 8.2.3 *Loans and Receivables*

Loans and receivables are recognised initially at the amount of consideration that is unconditional, unless they contain significant financing components when they are recognised at fair value. Loans and receivables are subsequently carried at amortised cost using the effective interest method, less allowances for loss.

### 8.3 *Impairment of financial assets*

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

- Student loans
- Student receivables
- Trade receivables

Assets that are individually significant are considered separately for impairment. When these assets are impaired, any impairment loss is recognised directly against the related asset. Assets that are individually significant and that are not impaired, and groups of smaller balances are considered for impairment on a portfolio basis, based on similar credit risk.

The group assesses, on a forward-looking basis, the expected credit losses associated with its debt instruments carried at amortised cost and FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk. Based on past experience and the nature of the industry, the group considers a financial asset in default when contractual payments are 30 days past due. The group considers the probability of default upon initial recognition of an asset and whether there has been a significant increase in credit risk on an ongoing basis throughout each reporting period. To assess whether there is a significant increase in credit risk, the group compares the risk of a default occurring on the asset as at the reporting date with the risk of default as at the date of initial recognition. It considers available reasonable and supportive forwarding-looking information such as actual or expected significant adverse changes in the sector, financial or economic conditions that are expected to cause a significant change to the debtor's ability to meet its obligations and macroeconomic information (interest rates, inflation and unemployment data). A significant increase in credit risk is presumed if a student is overdue in making contractual payments and has completed their studies or has deregistered. Refer to accounting policy note 1.3.2(d) for details on how the group determines how financial assets are credit impaired.

For student loans and student receivables the group applies the simplified approach permitted by IFRS 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables. The factors and assumptions used for this calculation are presented in accounting policy note 1.3.1(d).

The provision for student loans is made on the following basis:

Student loans older than 3 years	100%
UP assist loans	100% (on acquisition)

For trade and other receivables and contract assets, the group applies the simplified approach permitted by IFRS 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables. The factors and assumptions used for this calculation are presented in accounting policy note 1.3.2(d).

Outstanding debt is written off when debt is prescribed or in cases where a debtor is not traceable or where it is not economically feasible to collect the debt.

Impairment losses are recognised in an “allowance account for credit losses” until the impairment can be identified with an individual asset, and, at that point, the allowance is written off against the allowance account for credit losses. Subsequent recoveries of amounts previously written off are credited in the statement of profit or loss. Refer to notes 6 and 8 of the consolidated financial statements for the carrying amounts of loans and receivables and the impairment losses provided.

#### **8.4**      *Financial liabilities*

Financial liabilities are carried at amortised cost as the group does not carry any financial liabilities at fair value through profit or loss. Financial liabilities comprise accounts payable, student deposits and accrued liabilities. Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less; if not, they are presented as non-current liabilities.

Financial liabilities are derecognised when the obligation under the liability is discharged, cancelled or expired. Financial liabilities and assets are offset, and the net amount reported in the statement of financial position only when there is a legally enforceable right to set off the recognised amounts and there is an intention either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

### **9.        Inventories**

Inventories are initially recorded at cost and subsequently measured at the lower of cost and net realisable value. Any write down to net realisable value is recognised in the statement of profit or loss. Cost is determined on the weighted average-cost basis. When a perpetual inventory system is not present, it is determined at the most recent purchase price. Net realisable value is an estimate of the selling price in the ordinary course of business less applicable variable selling expenses.

### **10.      Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and that are subject to an insignificant risk of changes in value, and bank overdrafts. In the statement of financial position, bank overdrafts are included in borrowings under current liabilities.

### **11.      Current and deferred income tax**

The University is exempt from income tax in terms of section 10(1)(cA)(i) of the Income Tax Act. However, some of the subsidiaries are not exempt from Income Tax.

The tax expense for the period comprises current and deferred tax. Tax is recognised in the statement of profit or loss, except to the extent that it relates to items recognised directly in equity.

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at year end in South-Africa, where the University's subsidiaries and associates operate and generate taxable income. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulations is subject to interpretation and establishes provisions, where appropriate, on the basis of amounts expected to be paid to the tax authorities.

Deferred income tax is recognised on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, the deferred income tax is not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither the accounting, nor the taxable profit or loss. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantially enacted by year end and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred income tax assets are recognised to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

## **12. Post-employment benefits**

### **12.1 *Defined benefit pension and defined contribution provident plans***

A defined contribution plan is a pension plan under which the employer pays fixed contributions to a separate entity. The entity has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods. A defined benefit plan is a pension plan that is not a defined contribution plan.

The University contributes towards two pension schemes namely the Associated Institution Pension Fund (AIPF) and the UP Pension Fund as well as two provident funds, namely, the UP Provident Fund and the FundsAtWork (FAW) Umbrella Provident Fund.

The AIPF is registered and managed in terms of the Pension Funds Act 24 of 1956 for Associated Institutions. The UP Pension Fund and the UP Provident Fund are managed by Boards of Trustees and are registered in terms of the provisions of the Pension Fund Act. The schemes are funded through payments to trustee-administered funds, determined by periodic actuarial calculations.

The UP Provident Fund is a defined contribution plan in terms of members' retirement benefits. However, the disability and death benefits stipulated in the rules of the Provident Fund, represent a "defined benefit" component. As a result of the defined benefit component, the UP Provident Fund is classified as a defined benefit plan.

The FAW Umbrella Fund provides employees an alternative benefit structure (retirement funding and risk benefits) to select on a voluntary basis. The FAW Umbrella Fund is a defined contribution fund. The Fund is managed by a Board of Trustees appointed by Momentum. Momentum is a member of Momentum Metropolitan Holdings Limited. The University has appointed an oversight committee that monitors performance and risk.

The asset/liability 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 to maturity approximating the terms of the related pension obligation. Where there is no efficient market in such bonds, the market rates on government bonds are used. The current service cost of the defined benefit plan, recognised in the statement of profit or loss in "personnel costs" reflects the increase in the defined benefit obligation resulting from employee service in the current year.

The net interest income is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of the plan assets. The income is included in 'net interest income on defined benefit plans' in the statement of profit or loss.

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

Past-service costs are recognised immediately in the statement of profit or loss.

For defined contribution plans, the University pays contributions to an administrator on a contractual basis. The University has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expenses 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.

#### **12.2**     *Defined benefit medical plan*

In accordance with the existing personnel practice, the Council has undertaken to make medical fund contributions on behalf of certain qualifying retired staff members and certain qualifying future retirees.

The expected costs of these benefits are accrued over the period of employment using the same accounting methodology as used for defined benefit pension plans. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to equity in other comprehensive income in the period in which they arise. This obligation is valued annually by independent qualified actuaries.

#### **12.3**     *Group life assurance plan*

The University provides an insured group life benefit to all employees. This benefit is payable on the death of the employee. The group life assurance scheme is an unfunded arrangement, the payment of the annual scheme subsidies are funded from revenue generated in the Council Controlled Unrestricted Operating Fund.

The expected costs of these benefits are accrued over the period of employment using the same accounting methodology as used for defined benefit pension plans. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to equity in other comprehensive income in the period in which they arise. This obligation is valued by an independent qualified actuary.

### **13.     Short term employee benefits**

Liabilities for salaries and wages, including non-monetary benefits, annual leave and accumulating sick leave that are expected to be settled fully within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liabilities are presented as current employee benefit obligations in the statement of financial position.

### **14.     Agency funds**

These are funds administered on behalf of beneficiaries of deceased employees and other third parties. These funds are recognised at the fair value thereof and subsequently carried at amortised cost. The



funds are held in investments or cash and cash equivalents until payments are requested by the beneficiaries of these funds.

## **15. Leave accrual**

An accrual is raised on the estimated liability for annual leave as a result of services rendered by employees up to the reporting date. The accrual is based on the accumulated leave that is carried over to future periods and the actual employee cost.

## **16. Leases**

### **16.1 Group as lessee**

At inception of a contract, the group assesses whether a contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The group applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The group recognises a right of use asset and a lease liability at the date at which the leased asset is available for use by the group.

The right-of-use assets are initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, lease incentives and any initial direct cost incurred. Right-of-use assets are subsequently depreciated using the straight-line method until the end of the lease term.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date. These include fixed payments (less any lease incentive receivables), variable lease payments that depend on a rate, the exercise price of a purchase option (if the group is reasonably certain to exercise that option) and payments of penalties for terminating the lease (if the group is reasonably certain to exercise the option).

Lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the group, the lessee's incremental borrowing rate is used.

Lease liabilities are subsequently measured by increasing the carrying amount to reflect interest and reducing the carrying amount to reflect lease payments made. The carrying amount is also remeasured to reflect any reassessment or lease modification.

The group has elected not to recognise right of use assets and lease liabilities for short terms leases and leases of low value assets. Short terms leases are classified as leases where the term is 12 months or less. Low value assets are classified as lease assets with a value of R75 000 or less. For these leases, the group recognises the lease payments as an expense on a straight-line basis over the lease term.

### **16.2 Group 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. Initial direct costs incurred in obtaining an operating lease are added to the carrying amount of the underlying asset and recognised as expense over the lease term on the same basis as lease income. The respective leased assets are included in the statement of financial position based on their nature.

## **17. Revenue recognition**

### **17.1 Subsidies and grants**

Grants from the government are recognised at their fair value where there is a reasonable assurance that the grant will be received and the University will comply with all required conditions. Government grants are recognised in the statement of profit or loss on a systematic basis over the periods in which the entity recognises the expenses for which the grants are intended to compensate as per the Government Grants Standard (IAS 20). The balance is recognised as deferred income in the statement of financial position.

Block grants relate to the subsidy received from Government for operation activities of the University (Council-controlled unrestricted operational funds).

All other income grants, including earmarked grants, relate to specifically funded programmes in teaching and research activities (Restricted and designated, specifically funded activities).

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

### **17.2 Tuition fees and other fee income**

The consideration for tuition and residence fees are recognised in the period that the services are rendered, which is generally in the current financial year. If the services rendered exceed the payments, a contract asset is recognised. If the payment exceeds the services rendered, a contract liability is recognised. Bursaries, scholarships and other financial aid provided by the University to students for tuition fees are recognised as a reduction of fees in accordance with IFRS 15 (as issued by the IASB).

Deposits provided by prospective students are treated as current liabilities until the amount is billed as being due to the University.

### **17.3 Income from contracts and services**

Income from contracts and services relate to specifically funded activities with third parties.

Income from contracts is measured based on the contract value and recognised as the performance obligations are fulfilled. Income is deferred in the following circumstances:

- Prescriptive contract income is recognised when the specified condition or occurrence has been met (at a point in time); and
- Non-prescriptive contract income is recognised to the extent that expenses are incurred where the stage of completion cannot be estimated reliably.

Income derived from rendering of services is recognised in the accounting period in which the service is rendered, at a point in time or over a period of time depending on the contract. Income is recorded as revenue when received over the period of a contract and performance obligations are fulfilled. Where income has been received and the related performance obligations have not yet been fulfilled, a contract liability is recorded. Performance obligations are typically satisfied as services are rendered.

Classes of income from contracts are measured against the criteria in IFRS 15 (as issued by the IASB). If the criteria are not met in terms of IFRS 15, the accounting principles of the Conceptual Framework are applied to recognise revenue.

**17.4**     *Donations and gifts*

Donations (including donations in kind) and gifts are recognised on receipt at fair value, at a point in time, in accordance with the Conceptual Framework.

**18.     Interest and dividend income**

Interest income is recognised in the statement of profit or loss on a time-proportion basis using the effective interest rate method.

Dividend income is recognised in the statement of profit or loss when the right to receive payment is established.

**19.     Research costs**

Research costs are written off in the year in which they arise, since these types of costs are inherent in the normal operations of a university. Research costs are not recorded separately.

**20.     Rounding of amounts**

All amounts disclosed in the consolidated financial statements and notes have been rounded off to the nearest thousand rand unless indicated otherwise.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**1. Property, plant and equipment**

	Land and buildings	Laboratory equipment	Computer equipment	Furniture and equipment	Vehicles	Audio-visual equipment	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
<b>Year ended 31 December 2022</b>							
Opening net carrying amount	5 381 767	518 415	253 685	64 613	49 660	56 727	6 324 867
Additions	327 362	55 503	67 358	11 204	8 204	7 250	476 881
Disposals	(16)	(2 720)	(1 512)	(689)	(1 843)	(578)	(7 358)
Depreciation charge	(115 405)	(39 917)	(60 276)	(10 835)	(3 398)	(5 968)	(235 799)
Closing net carrying amount	<b>5 593 708</b>	<b>531 281</b>	<b>259 255</b>	<b>64 293</b>	<b>52 623</b>	<b>57 431</b>	<b>6 558 591</b>
<b>At 31 December 2022</b>							
Cost	6 772 871	1 035 760	762 715	168 369	110 456	103 739	8 953 910
Accumulated depreciation	(1 179 163)	(504 479)	(503 460)	(104 076)	(57 833)	(46 308)	(2 395 319)
Net carrying amount	<b>5 593 708</b>	<b>531 281</b>	<b>259 255</b>	<b>64 293</b>	<b>52 623</b>	<b>57 431</b>	<b>6 558 591</b>
<b>Year ended 31 December 2023</b>							
Opening net carrying amount	5 593 708	531 281	259 255	64 293	52 623	57 431	6 558 591
Additions	337 947	86 189	67 759	18 581	13 809	15 936	540 221
Disposals	(40)	(1 135)	(2 948)	(2 946)	(413)	(263)	(7 745)
Depreciation charge	(128 575)	(41 468)	(70 041)	(9 624)	(4 834)	(6 514)	(261 056)
Closing net carrying amount	<b>5 803 040</b>	<b>574 867</b>	<b>254 025</b>	<b>70 304</b>	<b>61 185</b>	<b>66 590</b>	<b>6 830 011</b>
<b>At 31 December 2023</b>							
Cost	7 110 776	1 090 339	794 233	181 775	122 622	114 011	9 413 756
Accumulated depreciation	(1 307 736)	(515 472)	(540 208)	(111 471)	(61 437)	(47 421)	(2 583 745)
Net carrying amount	<b>5 803 040</b>	<b>574 867</b>	<b>254 025</b>	<b>70 304</b>	<b>61 185</b>	<b>66 590</b>	<b>6 830 011</b>

Capital expenditure expensed R28.4m (2022: R29.9m) is reflected under "depreciation and amortisation" on the statement of profit and loss. Such expenses relate to capital items with a value under R5 000 (refer note 6 of the accounting policies).

A complete schedule of land and buildings is available for inspection at the offices of the University.

Included in land and buildings is expenditure of R8.0m (2022: R141,5m) which relates to property that is still under construction. This will be depreciated once available for use.

The total cash inflow from the disposal of property, plant and equipment amounts to R7,4m (2022: R7.9m).

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**2. Right-of-use assets**

**Year ended 31 December 2022**

Opening net carrying amount

Additions

Depreciation charge

**At 31 December 2022**

**Year ended 31 December 2023**

Opening net carrying amount

Additions

Depreciation charge

**At 31 December 2023**

Residential Buildings	Office equipment	Total
R'000	R'000	R'000
-	1 473	1 473
-	1 180	1 180
-	(1 550)	(1 550)
-	<b>1 103</b>	<b>1 103</b>
-	1 103	1 103
1 443	728	2 171
(456)	(750)	(1 206)
<b>987</b>	<b>1 081</b>	<b>2 068</b>

**Residential Buildings**

The group rents residential houses from Agriculture Research Council for an agreed period of 9 years and 11 months. The group has the right of use of the buildings and the right to obtain all of the economic benefits from the use of these buildings.

**Office Equipment**

The group rents office equipment and has the right of use and to obtain all of the economic benefits from using the office equipment. The lease agreements are for a period of two to three years. Lease liabilities have been included on the statement of financial position. Refer to note 11.

**3. Intangible assets**

**Year ended 31 December 2022**

Opening net carrying amount

Additions

Disposals/write-offs

Amortisation charge

Closing net carrying amount at end of the year

**At 31 December 2022**

Cost

Accumulated amortisation

Accumulated impairment

Net carrying amount

**Year ended 31 December 2023**

Opening net carrying amount

Additions

Disposals/write-offs

Impairment charge

Amortisation charge

Closing net carrying amount at end of the year

**At 31 December 2023**

Cost

Accumulated amortisation

Accumulated impairment

Net carrying amount

Computer software	Right of transfer and licence fee	Artwork	Total
R'000	R'000	R'000	R'000
49 378	4 907	18 143	72 428
614	284	498	1 396
(3)	-	-	(3)
(7 363)	(367)	-	(7 730)
<b>42 626</b>	<b>4 824</b>	<b>18 641</b>	<b>66 091</b>
323 614	19 032	22 882	365 528
(280 988)	(14 208)	-	(295 196)
-	-	(4 241)	(4 241)
<b>42 626</b>	<b>4 824</b>	<b>18 641</b>	<b>66 091</b>
42 626	4 824	18 641	66 091
6 422	138	284	6 844
-	(9)	-	(9)
(310)	-	-	(310)
(5 908)	(248)	-	(6 156)
<b>42 830</b>	<b>4 705</b>	<b>18 925</b>	<b>66 460</b>
330 036	19 161	23 166	372 363
(286 896)	(14 456)	-	(301 352)
(310)	-	(4 241)	(4 551)
<b>42 830</b>	<b>4 705</b>	<b>18 925</b>	<b>66 460</b>

**4. Investments**

**4.1 Investments at fair value through other comprehensive income**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
<b>Non-current assets</b>		
Local equity	4 983 996	4 597 880
Unlisted equity	673 380	564 795
Foreign equity	11 976 106	8 633 591
	<b>17 633 482</b>	<b>13 796 266</b>

Investments at fair value through other comprehensive income include equity securities which the group has irrevocably elected at initial recognition to recognise in this category in accordance with IFRS 9. These are strategic investments and the group considers this classification to be more relevant.

A complete schedule of investments is available for inspection at the offices of the University.

Refer to note 20 for amounts recognised in profit or loss and other comprehensive income.

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
<b>Movement in investments at fair value through other comprehensive income</b>		
Beginning of year	13 796 266	14 377 329
Disposals of investments	(1 518 001)	(3 904 527)
Acquisitions of investments	2 330 901	4 610 185
Net fair value gains/(losses)	3 024 316	(1 286 721)
End of year	<b>17 633 482</b>	<b>13 796 266</b>

**Financial assets at fair value include the following:**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Listed securities:		
Equity securities - Rand	4 983 996	4 597 880
Equity securities - US Dollar	11 491 639	8 397 453
Equity securities - EURO	484 467	236 138
Unlisted securities	673 380	564 795
	<b>17 633 482</b>	<b>13 796 266</b>

**Financial assets at fair value are denominated in the following currencies:**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Rand	5 657 376	5 162 675
US Dollar	11 491 639	8 397 453
EURO	484 467	236 138
	<b>17 633 482</b>	<b>13 796 266</b>

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**Recognised fair value measurements**

The following table explains the judgements and estimates made in determining the fair values of the financial assets that are recognised and measured at fair value. To provide an indication on the reliability of the inputs used in determining fair value, the group has classified its financial instruments into the three levels prescribed by IFRS 13 (Fair Value Measurements). An explanation of each level follows underneath the table.

<b>Financial Assets</b>	<b>Level 1 R'000</b>	<b>Level 2 R'000</b>	<b>Level 3 R'000</b>	<b>Total 2023 R'000</b>	<b>Total 2022 R'000</b>
<b>Listed equity:</b>	4 972 552	-	-	4 972 552	4 587 947
Basic materials	964 394	-	-	964 394	1 039 609
Consumer goods	578 053	-	-	578 053	508 425
Consumer services	510 676	-	-	510 676	537 130
Financials	1 163 800	-	-	1 163 800	902 469
Health care	76 067	-	-	76 067	61 004
Industrials	223 535	-	-	223 535	187 180
Renewable Energy	27 623	-	-	27 623	28 245
Telecommunications	179 359	-	-	179 359	159 270
Real estate	515 398	-	-	515 398	455 212
Technology	464 957	-	-	464 957	457 123
Unit trusts	268 690	-	-	268 690	252 280
<b>Local listed commodities</b>	11 443	-	-	11 443	9 933
Gold	8 689	-	-	8 689	6 996
Other metals	2 754	-	-	2 754	2 937
<b>Unlisted equity</b>	-	51 351	622 030	673 381	564 796
Oil and gas/energy	-	-	303 284	303 284	252 864
Private equity	-	51 351	318 144	369 495	311 330
Other	-	-	602	602	602
<b>Foreign securities</b>	11 976 106	-	-	11 976 106	8 633 590
Unit trusts	7 811 694	-	-	7 811 694	5 672 403
Specialised securities	4 164 412	-	-	4 164 412	2 961 187
	<b>16 960 101</b>	<b>51 351</b>	<b>622 030</b>	<b>17 633 482</b>	<b>13 796 266</b>

The fair value of listed shares and commodities is determined with reference to quoted market prices. Unlisted securities are recognised at fair value based on the market value obtained from fund managers.

For an analysis of the sensitivity of the assets to price risk refer to note 31.1.A.(ii).

**Level 1:** The fair value of financial instruments traded in active markets is based on quoted market prices at the end of the reporting period. The quoted market price used for financial assets held by the group is the current bid price.

**Level 2:** The fair value of financial instruments that are not traded in an active market is determined using valuation techniques which maximise the use of observable market data and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2.

**Level 3:** If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3.

**Valuation techniques used to determine fair values of unlisted equity**

The fair value of unlisted equities is based on an earnings multiple methodology or a discounted cash flow methodology.

### Earnings multiple method

#### Methodology

This valuation method determines the value of the investment through the use of an appropriate and reasonable valuation multiple applied to the maintainable earnings of the investment. Maintainable earnings are typically based on historical earnings figures that are considered to be appropriate and relevant. Maintainable earnings would be adjusted for current information, given the need to maintain an optimal correlation between the period of the benchmark multiple and the period of the maintainable earnings.

An 'Earnings before tax and interest and depreciation and amortisation' (EBITDA), an 'Earnings before interest after tax' (EBIAT) or a price/earnings (P/E) multiple is derived for each investment with reference to the multiples of comparable publicly traded entities. The benchmark multiple is further adjusted for areas of difference relating to the growth prospects and risk profile. This would typically include geographic, operational, financial, and liquidity risk factors.

#### Inputs

Maintainable earnings:	Historical actual earnings figures
Earnings multiple:	Between 1-7 benchmark entities per individual investment

### Discounted cash flow method

#### Methodology

Cash flows are based on the projected future distributions due to investors in the underlying investments. The Fund Managers consider all available information for each investment, *inter alia*, information made available to shareholders, information presented during board meetings and other publicly available information. Cash flows are computed in and extracted from financial models adjusted for macroeconomic and applicable cash flow assumptions. Where possible the relevant cash flow forecasts are adjusted to reflect historical data, market convention or the impact of operational issues. Where these factors are not quantifiable or determinable through cash flow adjustments, the base discount rate is adjusted to reflect any additional risk or value enhancements.

A discount rate is determined for each investment and referenced to market comparable transactions where appropriate and available. The discount rate is usually based on a combination of a capital asset pricing model and a comparable market approach where an active market exists. The comparable market approach is based on the Internal Rate of Return (IRR) for recent and similar transactions observed by the Fund Manager, in addition to other market research.

#### Inputs

Cash flows from investments:	Ordinary and preference share dividends and redemptions and/or shareholder loan repayments
Discount rate:	Ranging from 12.8% to 13.8%
Risk free rate:	Ranging from 11.0% to 11.1%
CPI rate (long term):	5.75%

Where investments are valued on the earning multiple methodology with reference to the multiples of publicly traded companies, these investments are classified as level 2 in the fair value hierarchy. All other unlisted investments are classified as level 3 in the fair value hierarchy.

	2023 R'000	2022 R'000
<b>Movement in level 3 investments at fair value through other comprehensive income</b>		
Beginning of year	512 972	324 061
Disposals of investments	(215 619)	(93 142)
Acquisitions of investments	298 783	223 343
Net fair value gains	25 894	58 710
End of year	<u>622 030</u>	<u>512 972</u>



**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**4.2 Investments at fair value through profit or loss**

	<b>2023</b> <b>R'000</b>	<b>2022</b> <b>R'000</b>
<b>Non-current assets</b>		
Listed bonds	1 311 042	1 192 040
Fixed deposit	512	477
	<u>1 311 554</u>	<u>1 192 517</u>
<b>Current assets</b>		
Unit trusts and collective investments	231 990	209 896
	<u>231 990</u>	<u>209 896</u>
	<b><u>1 543 544</u></b>	<b><u>1 402 413</u></b>

Investments at fair value through profit or loss include debt investments managed on a portfolio basis that do not qualify for measurement at either amortised cost or fair value through other comprehensive income and equity investments that were not elected to recognise fair value gains and losses through other comprehensive income.

Refer to note 20 for amounts recognised in profit or loss and other comprehensive income.

	<b>2023</b> <b>R'000</b>	<b>2022</b> <b>R'000</b>
<b>Movement in investments at fair value through profit and loss</b>		
Beginning of year	1 402 413	1 356 549
Disposals of investments	(3 871)	(80 176)
Acquisitions of investments	13 383	57 598
Net fair value gains	131 619	68 442
End of year	<b><u>1 543 544</u></b>	<b><u>1 402 413</u></b>

**Recognised fair value measurements**

The following table explains the judgements and estimates made in determining the fair values of the financial assets that are recognised and measured at fair value. To provide an indication on the reliability of the inputs used in determining fair value, the group has classified its financial instruments into the three levels prescribed by IFRS 13 (Fair Value Measurements). An explanation of each level follows underneath the table.

	<b>Level 1</b> <b>R'000</b>	<b>Level 2</b> <b>R'000</b>	<b>Level 3</b> <b>R'000</b>	<b>Total</b> <b>2023</b> <b>R'000</b>	<b>Total</b> <b>2022</b> <b>R'000</b>
<b>Financial Assets</b>					
<b>Equity and unit trusts</b>	184 989	-	-	184 989	169 065
Local cash	18 576	-	-	18 576	18 942
Foreign cash	244	-	-	244	953
Local equity	584	-	-	584	378
Local real estate	1 072	-	-	1 072	737
Foreign real estate	41	-	-	41	50
Local collective investments	164 119	-	-	164 119	147 993
Foreign unit trusts	353	-	-	353	12
<b>Bonds</b>	47 513	1 311 042	-	1 358 555	1 233 348
Local bonds	46 515	472 208	-	518 723	485 344
Foreign bonds	998	-	-	998	1 015
South African credit bonds	-	838 834	-	838 834	746 989
<b>Total</b>	<b><u>232 502</u></b>	<b><u>1 311 042</u></b>	<b><u>-</u></b>	<b><u>1 543 544</u></b>	<b><u>1 402 413</u></b>

The fair value of listed shares and commodities is determined with reference to quoted market prices. For an analysis of the sensitivity of the assets to price and credit risks refer to note 31.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**Level 1:** The fair value of financial instruments traded in active markets is based on quoted market prices at the end of the reporting period. The quoted market price used for financial assets held by the group is the current bid price.

**Level 2:** The fair value of financial instruments that are not traded in an active market is determined using valuation techniques which maximise the use of observable market data and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2.

**Level 3:** If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3. This is the case for unlisted equity securities.

**Valuation techniques used to determine fair values of unlisted bonds**

*Methodology*

The fair value of unlisted bonds are determined based on a yield curve or reference government bond and the current spread. Where cash flow discounting is required, similar yield curves are utilised. Yield curves are determined by fund managers and regular checks are done to compare to the curves supplied by the JSE, Bloomberg and NSX.

Fund managers conduct an analysis of the overall market spreads, including assessing recent new bond issues, changes to listed credit spreads and other relevant market information. The credit spread reflects the difference in yield between a treasury and corporate bond of the same maturity and is used to determine the riskiness of the bond. A wider credit spread could indicate a higher risk of default, while a narrower credit spread could indicate a lower risk of default.

The fund manager will only change the underlying spreads of an instrument under the following circumstances:

- If there is a market trade in any of the unlisted debt instruments
- If there are changes to the credit quality of an issuer.
- If there are change in the general level of spreads in the market.

*Inputs*

Yield curves	Based on the type of instrument and cash flow profile with reference to market yields
Market spreads	Observed market trades, per instrument type

**5. Deferred Tax**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
The movement in the deferred tax asset is as follows:		
Balance at the beginning of the year	49	198
Movement during the year:		
Temporary differences on property, plant and equipment	24	(2)
Temporary differences on provisions	(26)	(147)
Temporary differences on assessed loss and other	95	-
	<b>142</b>	<b>49</b>
The deferred tax balance consists of the following:		
Temporary differences on property, plant and equipment	10	(14)
Temporary differences on provisions	37	63
Temporary differences on assessed loss and other	95	-
	<b>142</b>	<b>49</b>

A deferred tax asset is recognised for tax losses only to the extent that recovery is probable.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**6. Loans and receivables**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
<b>Financial assets</b>		
Student loans	135 888	132 049
Provision for credit losses	(126 321)	(123 408)
Purco SA	520	520
Other	15	15
	<b>10 102</b>	<b>9 176</b>

The current University policy is that all student loans are due within five years from completion of studies or deregistration. The weighted average interest rate applied for student loans was 7.66% (2022: 5.22%).

The fair value of student loans amounts to R7.0m (2022: R6.5m) at year end, discounted at the prime rate of 11.25% over 5 years. The fair value is determined based on internal data on possible cash flows and is therefore considered as level 3 on the fair value hierarchy.

**Credit risk of student loans**

To measure the expected credit losses, student loans have been grouped together based on shared credit risk characteristics and days past due. The expected loss rates are based on the historical payment profiles of loans and the corresponding historical credit losses experienced within this period. The historical loss rates are adjusted to reflect current and forward-looking information on macro-economic factors affecting the ability of the students to settle the loans. On that basis, the credit loss allowance as at 31 December 2023 was determined as indicated below for student loans.

As at 31 December 2023, a provision for credit losses of R126.3m (2022: R123.4m) was raised. A total amount of R29,0m has been directed to legal advisors for collection and has been fully provided for. Amounts are only written-off when legal attempts for collection are exhausted. The total provision relates mainly to UP NSFAS loans that have a history of poor recovery as well as students who are experiencing financial difficulties. The percentage provided for current and previous year students has shifted due to a slight decrease in the total amount of loans issues to current year enrolled students.

	<b>Estimated gross carrying amount at default</b>	<b>Expected credit loss</b>	<b>Percentage expected credit loss</b>
	<b>R'000</b>	<b>R'000</b>	<b>%</b>
<b>Expected credit loss rate: 2023</b>			
Students enrolled for current year	19 081	14 437	76%
Student receivables - enrolled for previous years (1 to 2 years past due)	26 928	22 005	82%
Student receivables - enrolled for previous years (> 2 years past due)	9 322	9 322	100%
UP NSFAS loans	80 557	80 557	100%
	<b>135 888</b>	<b>126 321</b>	
	<b>Estimated gross carrying amount at default</b>	<b>Expected credit loss</b>	<b>Percentage expected credit loss</b>
	<b>R'000</b>	<b>R'000</b>	<b>%</b>
<b>Expected credit loss rate: 2022</b>			
Students enrolled for current year	24 546	20 496	84%
Student receivables - enrolled for previous years (1 to 2 years past due)	20 148	15 557	77%
Student receivables - enrolled for previous years (> 2 years past due)	6 798	6 798	100%
UP NSFAS loans	80 557	80 557	100%
	<b>132 049</b>	<b>123 408</b>	

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
<b>Movements in the provision for credit losses are as follows:</b>		
Beginning of year	123 408	124 252
Provision for credit losses	3 576	4 978
Receivables written off during the year	(663)	(5 822)
End of year	<b>126 321</b>	<b>123 408</b>

All outstanding student loans are secured by two guarantees, with each guarantor earning more than R5,000 per month.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

<b>7. Inventories</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Laboratory and medical	2 189	2 049
Stationery	6 256	5 633
Technical	11 284	12 388
Study materials	1 144	430
Food	1 070	1 008
Other	3 616	4 334
	<b>25 559</b>	<b>25 842</b>

The costs of individual items of inventory are determined using weighted average costs.

The cost of inventories recognised as an expense and included in 'other operating expenses' amounted to R117,4m (2022: R107.2m). Inventory carried at net realisable value is R nil (2022: R nil).

<b>8. Receivables and prepayments</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
<b>Financial assets</b>		
Student receivables	699 785	541 569
Provision for credit losses	(327 909)	(271 048)
	<b>371 876</b>	<b>270 521</b>
Research receivables	83 545	94 102
Trade receivables	254 916	271 212
Provision for credit losses	(42 812)	(46 276)
	<b>295 649</b>	<b>319 038</b>
<b>Other financial assets</b>		
Prepayments	31 435	43 917
SARS	249	116
Payroll debtors	1 532	1 626
Other*	4 988	1 632
	<b>38 204</b>	<b>47 291</b>
	<b>705 729</b>	<b>636 850</b>

\*Other relates to project income earned in Enterprises University of Pretoria (Pty) Ltd that has not yet been billed.

Due to the short-term nature of the current receivables, their carrying amount is considered to be the same as their fair value.

**Credit risk of student receivables**

To measure the expected credit losses, student receivables have been grouped together based on shared credit risk characteristics and days past due.

The expected loss rates are based on assumptions about risk of default, expected loss rates and forward-looking macroeconomic factors. Refer to accounting policy note 1.3.2(d) for further details on the estimates and assumptions that are used.

As at 31 December 2023, a 84% expected loss rate was applied to student receivables enrolled for previous years and older than two years. Outstanding receivables in subsequent enrolment periods, are a factor indicating that there is no reasonable expectation of recovery. These receivables are long outstanding but limited recoveries are made in subsequent years. A 18% loss rate was applied to student receivables enrolled for the current year, as management believes that these will be significantly collected in due course.

On that basis a total provision for credit losses of R327.9m (2022: R271.0m) was raised as at 31 December 2023. The provision mainly relates to students who are experiencing financial difficulties. A total amount of R326.2m has been directed to legal advisors for collection and has been fully provided for. Amounts are only written-off when legal attempts for collection are exhausted. The breakdown of the credit loss allowance for student receivables is indicated below.

**Expected credit loss rate: 2023**

	<b>Estimated gross carrying amount at default R'000</b>	<b>Expected credit loss R'000</b>	<b>Percentage expected credit loss %</b>
Student receivables - enrolled for current year	373 647	52 639	14%
Student receivables - enrolled for previous years (1 to 2 years past due)	70 840	59 791	84%
Student receivables - enrolled for previous years (> 2 years past due)	255 298	215 479	84%
	<u>699 785</u>	<u>327 909</u>	

**Expected credit loss rate: 2022**

	<b>Estimated gross carrying amount at default R'000</b>	<b>Expected credit loss R'000</b>	<b>Percentage expected credit loss %</b>
Student receivables - enrolled for current year	248 346	-	-
Student receivables - enrolled for previous years (1 to 2 years past due)	97 585	75 410	77%
Student receivables - enrolled for previous years (> 2 years past due)	195 638	195 638	100%
	<u>541 569</u>	<u>271 048</u>	

**Movements in the provision for credit losses are as follows:**

	<b>2023 R'000</b>	<b>2022 R'000</b>
Beginning of year	271 048	254 860
Provision for credit losses	86 218	44 982
Receivables written off during the year	(29 357)	(28 794)
End of year	<u>327 909</u>	<u>271 048</u>

Amounts charged to the statement of profit or loss are generally written off when there is no expectation of recovering any additional amounts. No collateral is held as security.

For additional disclosure of the credit risk relating to student receivables, refer to note 31.1.B.

**Credit risk of research and trade receivables**

To measure the expected credit losses, research and other trade receivables have been grouped together based on shared credit risk characteristics and days past due.

The expected loss rates are based on the historical payment profiles and the corresponding historical credit losses experienced within this period. The historical loss rates are adjusted to reflect current and forward-looking information on macro-economic factors affecting the ability of the customers to settle the receivables. On that basis, the loss allowance was determined as follows for other trade receivables:

**Expected credit loss rate: 2023**

	<b>Estimated gross carrying amount at default R'000</b>	<b>Expected credit loss R'000</b>	<b>Percentage expected credit loss %</b>
Current	63 957	4 609	7%
1 to 6 months past due	167 143	3 427	2%
> 6 months past due	107 361	34 776	32%
	<u>338 461</u>	<u>42 812</u>	

**Expected credit loss rate: 2022**

	<b>Estimated gross carrying amount at default R'000</b>	<b>Expected credit loss R'000</b>	<b>Percentage expected credit loss %</b>
Current	48 761	1 744	4%
1 to 6 months past due	209 296	5 132	2%
> 6 months past due	107 257	39 400	37%
	<u>365 314</u>	<u>46 276</u>	

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
<b>Movements in the provision for credit losses are as follows:</b>		
Beginning of year	46 276	37 834
Provision for credit losses	1 864	12 863
Receivables written off during the year	(5 328)	(4 421)
End of year	<u>42 812</u>	<u>46 276</u>

Research and other receivables are written off where there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, the failure of a debtor to engage in a repayment plan with the group and a failure to make contractual payments for a period of greater than 120 days past due.

Credit losses on other receivables are presented in the statement of profit or loss. Subsequent recoveries of amounts previously written off are credited against other operating expenses.

Due to the short-term nature of the current receivables, their carrying amount is considered to be the same as their fair value. No collateral is held as security.

**9. Cash and cash equivalents**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Net cash on hand and at bank	<u>509 660</u>	<u>462 322</u>
Short-term investments		
Cash with fund managers	2 109 399	2 454 926
Short-term deposits	<u>107 841</u>	<u>82 689</u>
	<u>2 217 240</u>	<u>2 537 615</u>
	<u><b>2 726 900</b></u>	<u><b>2 999 937</b></u>

The weighted average effective interest rate on short-term bank deposits was 8.8% (2022: 5.6%).

Cash balances held by the University of R5.1m (2022: R5.1m) are not available for general use as they are secured as bank guarantees. The carrying amounts of cash and cash equivalent approximate their fair value.

Cash with fund managers includes short-term, highly liquid investments with original maturities of three months or less that are readily convertible and which are subject to an insignificant risk of changes in value.

**10. Post-employment benefits**

**10.1 Defined benefit pension plan**

In terms of section 1 of the Income Tax Act of 1962 and registration in terms of the Financial Sector Conduct Authority, the UP Pension Fund is classified as a pension fund. The Fund provides defined benefits payable in a combination of lump sums and pensions on disability, death or retirement. A lump sum is payable on withdrawal. The assets of the UP Pension Fund are held independently of the University's assets in a separate trustee-administered fund. The responsibility for governance of the plan, including investment decisions and contribution schedules, is with the Board of Trustees. The UP Pension Fund is wholly funded and is limited to the existing members. A statutory valuation by an independent actuary is done at least every three years in terms of the Pension Fund Act. The latest statutory actuarial valuation was carried out at 31 December 2021. The fund is also valued annually for financial statement reporting in terms of IAS19. Based on the annual actuarial valuation the assets of the fund are adequate to cover the liabilities associated with the fund.

The asset allocation between the main asset classes is determined by the Fund's Trustees. The investments within each asset class are managed by external investment managers in diversified investment portfolios.

The Fund ensures that the investment positions are managed within an asset-liability matching framework that has been developed to have long term investments that are in line with the associated obligations. Within this framework, the Fund has invested in equities, bonds (local and international), as well as listed property and fixed interest investments whose maturities will match the obligations as they fall due. The Fund does not make use of derivatives to manage its risk. Investments are well diversified to mitigate associated investment risk. There are no entity-specific or plan-specific risks, other than those detailed below, and no significant concentrations of risk.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

*Asset volatility:*

The plan liability is calculated using a discount rate set with reference to government bond yields. If plan assets perform below this yield, this will create a deficit.

*Changes in bond yields:*

A decrease in government bond yields will increase plan liabilities, although this will be partially offset by an increase in the value of the plan's bond holdings.

*Inflation risk:*

The University's pension obligation is linked to inflation and higher inflation will lead to a higher liability. The majority of the plan's assets are either unaffected by (fixed interest bonds) or loosely correlated with (equities) inflation, therefore an increase in inflation will also increase the obligation.

*Life expectancy:*

The majority of the plan's obligations are to provide benefits for the life of the member, spouse and dependents, so increases in life expectancy will result in an increase in the plan's liability.

The University accounts for post-employment benefits according to its accounting policy note 12.

	<b>2023</b> <b>R'000</b>	<b>2022</b> <b>R'000</b>
<b>Balance at the end of the year</b>		
Present value of funded obligations	(1 966 831)	(1 972 379)
Fair value of plan assets	2 374 400	2 281 744
Defined benefit asset recognised	<u><b>407 569</b></u>	<u><b>309 365</b></u>

	<b>2023</b> <b>R'000</b>	<b>2022</b> <b>R'000</b>
<b>The movement in the defined benefit obligation over the year is as follows:</b>		
Present value of obligation at the beginning of the period	1 972 379	2 078 035
Interest expense	232 439	242 294
Current service cost	21 381	25 341
Member contributions	8 409	9 279
Benefits paid*	(168 043)	(155 900)
Remeasurements	(99 734)	(226 670)
Present value of obligation at the end of the period	<u><b>1 966 831</b></u>	<u><b>1 972 379</b></u>

As at the last valuation date (31 December 2023), the present value of the defined benefit obligation comprised of approximately R636.4m (2022: R727.3m) relating to active employees, R1,276.5m (2022: R1,243.1m) relating to pensioners and R53.9m (2022: R2.0m) relating to the notional pensioner account.

Remeasurements on the obligation are made up of the following:

Actuarial gains loss from change in financial assumptions	(63 859)	(57 995)
Experience gains	(35 875)	(168 675)
	<u><b>(99 734)</b></u>	<u><b>(226 670)</b></u>

	<b>2023</b> <b>R'000</b>	<b>2022</b> <b>R'000</b>
<b>The movement in the fair value of plan assets over the year is as follows:</b>		
Fair value of plan assets at the beginning of the period	2 281 744	2 403 595
Interest income	269 945	281 001
Member contributions	8 409	9 279
Employer contributions	17 380	19 176
Benefits paid*	(168 043)	(155 900)
Remeasurements: lower return on plan assets	(35 035)	(275 407)
Fair value of plan assets at the end of the period	<u><b>2 374 400</b></u>	<u><b>2 281 744</b></u>

\*Fund expenses in relation to defined contribution obligations of R5.2m (2022: R4.8m) are included in benefits paid.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

The amounts recognised in the statement of profit or loss and statement of comprehensive income are as follows:

	2023 R'000	2022 R'000
Current service cost	21 381	25 341
Interest expense	232 439	242 294
Interest income	(269 945)	(281 001)
Remeasurements on the obligation	(99 734)	(226 670)
Remeasurements on the plan assets	35 035	275 407
	<u>(80 824)</u>	<u>35 371</u>
<b>In profit or loss:</b>		
Net interest income on defined benefit plan	(37 506)	(38 707)
Personnel costs: Current service costs	21 381	25 341
<b>In other comprehensive income:</b>		
Remeasurements on defined benefit plan	(64 699)	48 737
	<u>(80 824)</u>	<u>35 371</u>

The principal actuarial assumptions used were as follows:

	2023	2022
Discount rate	13,1%	12,2%
Pension increase rate	6,0%	6,0%
Inflation rate	6,0%	6,0%
Salary inflation at age 35	8,5%	9,5%
Salary inflation at age 40	8,0%	9,0%
Salary inflation at age 45	7,5%	8,5%
Salary inflation at age 60	6,0%	7,0%
Number of employees who are members of the UP Pension Fund	108	128
Number of pensioners of the UP Pension Fund	673	672
Post-retirement mortality - tables	PA(90)	PA(90)

The fair value of the asset allocation of the plan assets as at the valuation date is as follows:

	2023 R'000	2022 R'000
SA equity	119 772	139 750
SA bonds	1 572 567	1 526 870
Listed property, cash and cash equivalents and other	132 227	149 361
International equity	549 727	465 763
International cash	107	-
	<u>2 374 400</u>	<u>2 281 744</u>

### Sensitivity analysis

The defined benefit obligation would be affected by changes in the following actuarial assumptions:

	Change in assumption	Increase assumption	Decrease assumption
Discount rate	1%	Decrease by 7.9%	Increase by 9.3%
Salary growth	1%	Increase by 1.0%	Decrease by 0.9%
Pension growth	1%	Increase by 5.6%	Decrease by 2.7%
		<b>2 years older</b>	<b>2 years younger</b>
Post retirement mortality assumption		Decrease by 1.4%	Increase by 2.8%

The above sensitivity analyses are based on a change in one assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions, the same method (present value of the defined benefit calculated with the projected unit credit method at the end of the reporting period) has been applied when calculating the pension liability recognised within the statement of financial position.



**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

Estimated employer contributions to be paid for the financial year ending 31 December 2024 is expected to be R18.5m.

There are no special funding arrangements that will affect future contributions.

The weighted average duration of the defined benefit obligation is estimated at 12.8 years.

## **10.2 Defined benefit medical plan**

The University of Pretoria operates one post-employment medical benefit scheme. In accordance with the existing personnel practice, the Council has undertaken to make certain medical fund contributions on behalf of retired staff and future retirees. The fund is not open to employees joining the University after 1 August 2002. The method of accounting and the frequency of valuations are similar to those used for defined benefit pension schemes. The responsibility for governance of the plan, including investment and contribution schedules, is with the University.

The asset allocation between the main asset classes is determined by the Investment Committee of Council. The investments within each asset class are managed by external investment managers in diversified investment portfolios.

The Fund ensures that the investment positions are managed within an asset-liability matching framework that has been developed to have long term investments that are in line with the associated obligations. Within this framework, the Plan has invested in equities, bonds (local and international) as well as fixed interest investments whose maturities will match the obligations as they fall due. The Plan does not make use of derivatives to manage its risk. Investments are well diversified to mitigate associated investment risk. There are no entity-specific or plan-specific risks, other than those detailed below, and no significant concentrations of risk.

### *Asset volatility:*

The plan liability is calculated using a discount rate set with reference to government bond yields. If plan assets perform below this yield, this will create a deficit.

### *Changes in bond yields:*

A decrease in government bond yields will increase plan liabilities, although this will be partially offset by an increase in the value of the Plan's bond holdings.

### *Inflation risk:*

The University's medical obligation is linked to inflation, and higher medical inflation will lead to a higher liability. The majority of the plan's assets are either unaffected by (fixed interest bonds) or loosely correlated with inflation, meaning that an increase in inflation will also increase the obligation.

### *Life expectancy:*

The majority of the plan's obligation is to provide benefits for the life of the member, spouse and dependents, so increases in life expectancy will result in an increase in the plan's liability.

The University accounts for post-employment benefits according to its accounting policy note 12.

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
<b>Balance at the end of the year</b>		
Present value of funded obligations	(1 203 589)	(1 233 054)
Fair value of plan assets	1 659 640	1 565 730
Defined benefit asset recognised	<b>456 051</b>	<b>332 676</b>

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
<b>The movement in the defined benefit obligation over the year is as follows:</b>		
Present value of obligation at the beginning of the period	1 233 054	1 262 019
Interest expense	143 708	134 460
Current service cost	11 173	13 716
Benefits paid	(101 937)	(93 029)
Remeasurements	(82 409)	(84 112)
Present value of obligation at the end of the period	<b>1 203 589</b>	<b>1 233 054</b>

As at the last valuation date (31 December 2023), the present value of the defined benefit obligation comprised of approximately R268.7m (2022: R292.9m) relating to active employees and approximately R934.9m (2022: R940.2m) relating to pensioners.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

	<b>2023 R'000</b>	<b>2022 R'000</b>
Remeasurements on the obligation are made up of the following:		
Actuarial (gains) from change in financial assumptions	(58 502)	(106 334)
Actuarial (gains)/losses from change in demographic assumptions	(23 907)	22 222
	<u>(82 409)</u>	<u>(84 112)</u>
<b>The movement in the fair value of plan assets over the year is as follows:</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Fair value of plan assets at the beginning of the period	1 565 730	1 685 858
Interest income	189 453	203 989
Benefits paid	(101 937)	(93 029)
Remeasurements: excess/(lower) return on plan assets	6 394	(231 088)
Fair value of plan assets at the end of the period	<u>1 659 640</u>	<u>1 565 730</u>
<b>The amounts recognised in the statement of profit or loss and statement of comprehensive income are as follows:</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Current service cost	11 173	13 716
Interest expense	143 708	134 460
Interest income	(189 453)	(203 989)
Remeasurements on the obligation	(82 409)	(84 112)
Remeasurements on the plan assets	(6 394)	231 088
	<u>(123 375)</u>	<u>91 163</u>
<b>In profit or loss:</b>		
Net interest (income) on defined benefit plan	(45 745)	(69 529)
Personnel costs: Current service costs	11 173	13 716
<b>In other comprehensive income:</b>		
Remeasurements on defined benefit plan	(88 803)	146 976
	<u>(123 375)</u>	<u>91 163</u>
<b>The principal actuarial assumptions used were as follows:</b>	<b>2023</b>	<b>2022</b>
Medical cost inflation	8,0%	9,2%
Discount rate	12,1%	12,1%
Members - active	412	453
Members - pensioner	1 284	1 285
Retirement age	65 years	65 years
Mortality rate:		
<i>Pre-retirement mortality</i>	Table	Table
Males	SA 72 -77	SA 72 -77
Females (Rated down by 3 years)	SA 72 -77	SA 72 -77
<i>Post-retirement mortality</i>		
Males (Rated down by 1 year)	PA (90)	PA (90)
Females (Rated down by 1 year)	PA (90)	PA (90)
<i>Rate of ill-health early retirement</i>	40% (SA 56-62)	40% (SA 56-62)
Mortality for ill-health retirements = a normal pensioner 10 years older		
<b>The fair value of the asset allocation of the plan assets as at the valuation date is as follows:</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
SA Equity	214 625	206 977
SA Bonds	943 458	897 414
International Equity	501 557	461 339
	<u>1 659 640</u>	<u>1 565 730</u>

### **Sensitivity analysis**

The defined benefit obligation would be affected by changes in the following actuarial assumptions:

	<b>Change in assumption</b>	<b>Increase assumption</b>	<b>Decrease assumption</b>
Discount rate	1%	Decrease by 7.5%	Increase by 8.7%
Healthcare cost inflation	1%	Increase by 8.5%	Decrease by 7.4%

The above sensitivity analyses are based on a change in one assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions, the same method (present value of the defined benefit calculated with the projected unit credit method at the end of the reporting period) has been applied when calculating the medical liability recognised within the statement of financial position.

There are no special funding arrangements that will affect future contributions.

Expected employer contributions to post employment medical benefits plans for the year ending 31 December 2024 is R10.0m.

The discounted weighted average duration of the defined benefit obligation is estimated at 10.3 years.

### **10.3 Defined benefit/contribution provident plan**

In terms of section 1 of the Income Tax Act of 1962 and registration in terms of the Financial Sector Conduct Authority, the UP Provident Fund is classified as a provident fund. The Fund provides lump sum payments to members on retirement, retrenchment and withdrawal. The benefits payable on retirement, retrenchment and withdrawal are defined contribution benefits. The Fund also provides lump sum benefits payable as lifelong pensions on death and recognised disability. The benefits payable on death and on recognised disability are defined benefits. The University of Pretoria Provident Fund is a defined contribution plan, but it also contains a defined benefit component. The responsibility for governance of the Fund, including investment and contribution schedules, is with the Board of Trustees. During 2019, the University established an alternative benefit structure (retirement funding and risk benefits) for employees to adopt on a voluntary basis. Staff were afforded a once-off opportunity to join the FundsAtWork (FAW) Umbrella Provident Fund. The FAW Umbrella Fund is a "defined contribution" fund.

The assets of the UP Provident Fund are held independently of the University's assets in a separate trustee-administered fund. A statutory valuation is done at least every three years as required by the Pension Fund Act. The latest statutory actuarial valuation was carried out at 31 December 2021. The fund is also valued annually for financial statement reporting in terms of IAS19. Based on the annual actuarial valuation the assets of the fund are adequate to cover the liabilities associated with the fund.

The asset allocation between the main asset classes is determined by the Fund's Trustees. The investments within each asset class are managed by external investment managers in diversified investment portfolios.

The Fund ensures that the investment positions are managed within an asset-liability matching framework that has been developed to achieve long term investments that are in line with the associated obligations. Within this framework, the Fund has invested in equities, bonds (local and international) as well as listed property and fixed interest investments whose maturities will match the obligations as they fall due. The Fund does not make use of derivatives to manage its risk. Investments are well diversified to mitigate associated investment risk. There are no entity-specific or plan-specific risks, other than those detailed below, and no significant concentrations of risk.

#### **Asset volatility:**

The plan liability is calculated using a discount rate set with reference to government bond yields. If plan assets perform below this yield, this will create a deficit.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

*Changes in bond yields:*

A decrease in government bond yields will increase plan liabilities, although this will be partially offset by an increase in the value of the plan's bond holdings.

*Inflation risk:*

The University's pension obligation is linked to inflation, and higher inflation will lead to a higher liability. The majority of the plan's assets are either unaffected by fixed (interest bonds) or loosely correlated with inflation, meaning that an increase in inflation will also increase the obligation.

*Life expectancy:*

The majority of the plan's obligation is to provide benefits for the life of the member, so increases in life expectancy will result in an increase in the plan's liability.

The University accounts for post-employment benefits according to its accounting policy note 12.

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
<b>Balance at the end of the year</b>		
Present value of funded obligations	(4 534 404)	(3 962 268)
Fair value of plan assets	4 545 680	3 972 392
Defined benefit asset recognised	<u><b>11 276</b></u>	<u><b>10 124</b></u>

**The movement in the defined contribution obligation over the year is as follows:**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Present value of obligation at the beginning of the period	3 962 268	4 056 099
Interest expense	482 448	448 105
Current service cost	310 021	306 977
Member contributions - transfer values	37 551	31 741
Benefits paid*	(363 587)	(452 041)
Remeasurements	105 703	(428 613)
Present value of obligation at the end of the period	<u><b>4 534 404</b></u>	<u><b>3 962 268</b></u>

As at the last valuation date (31 December 2023), the present value of the defined benefit obligation comprised of approximately R3,994.3m (2022: R3,472.9m) relating to active employees, approximately R289.6m (2022: R270.2m) relating to pensioners, approximately R73.6m (2022: R72.9m) relating to reserves and approximately R176.9m (2022: R136.3m) relating to the notional pensioner account.

Remeasurements on the obligation are made up of the following:

Experience adjustments	105 703	(428 613)
	<u>105 703</u>	<u>(428 613)</u>

**The movement in the fair value of plan assets over the year is as follows:**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Fair value of plan assets at the beginning of the period	3 972 392	4 066 667
Interest income	483 683	449 289
Employer contributions	170 725	170 867
Member contributions	139 296	136 110
Member contributions - transfer values	37 551	31 741
Benefits paid*	(363 587)	(452 041)
Remeasurements: excess/(lower) return on plan assets	105 620	(430 241)
Fair value of plan assets at the end of the period	<u><b>4 545 680</b></u>	<u><b>3 972 392</b></u>

\*Fund expenses in relation to defined contribution obligations of R39.5m (2022: R40.6m) are included in benefits paid.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

<b>The amounts recognised in the statement of profit or loss and statement of comprehensive income are as follows:</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Current service cost	310 021	306 977
Interest expense	482 448	448 105
Interest income	(483 683)	(449 289)
Remeasurements on obligation	105 703	(428 613)
Remeasurements on plan assets	(105 620)	430 241
	<u>308 869</u>	<u>307 421</u>

**In profit or loss:**

Net interest expense on defined benefit plan	(1 235)	(1 184)
Personnel costs: Current service costs	310 021	306 977

**In other comprehensive income:**

Remeasurements on defined benefit plan	83	1 628
	<u>308 869</u>	<u>307 421</u>

<b>The principal actuarial assumptions used were as follows:</b>	<b>2023</b>	<b>2022</b>
Discount rate	12,4%	12,2%
Pension increase rate	6,0%	6,0%
Inflation rate	6,0%	6,0%
Number of employees who are members of the UP Provident Fund	3 001	3 073
Number of pensioners of the UP Provident Fund	344	337
Post-retirement mortality tables (less 1 year plus mortality improvements of 0.5% from 2007)	PA(90)	PA(90)

<b>The fair value of the asset allocation of the plan assets as at the valuation date is as follows:</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
SA equity	1 029 872	1 038 426
SA bonds	784 220	725 783
Listed property, cash and cash equivalents and other	1 197 137	1 097 806
International equity	1 534 451	1 110 377
	<u>4 545 680</u>	<u>3 972 392</u>

**Sensitivity analysis**

The defined benefit obligation would be affected by changes in the following actuarial assumptions:

	<b>Change in assumption</b>	<b>Increase assumption</b>	<b>Decrease assumption</b>
Discount rate	1%	No effect	No effect
Pension growth	1%	No effect	No effect
		<b>2 years older</b>	<b>2 years younger</b>
Post retirement mortality assumption		No effect	No effect

The above sensitivity analyses are based on a change in one assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions, the same method (present value of the defined benefit calculated with the projected unit credit method at the end of the reporting period) has been applied when calculating the provident liability recognised within the statement of financial position.

Estimated employer contributions to be paid for the financial year ending 31 December 2024 is R186.0m.

The weighted average duration of the defined benefit obligation is estimated at 10.5 years.

#### 10.4 Group life assurance liability

The University provides an insured group life benefit of 4 times annual salary for all employees, payable on the death of the employee. When an employee retires, he/she can elect to remain on the scheme from retirement up to age 70 years. The post retirement benefit remains at 4 times annual salary until age 65. Between age 65 and 70, the benefit however reduces to 1 times annual salary. The employer pays 75% of the scheme premium and the employee pays 25%.

There are no entity-specific or plan-specific risks, other than those detailed below, and no significant concentrations of risk.

*Inflation risk:*

The University's obligation is linked to inflation, and higher inflation will lead to a higher liability.

*Life expectancy:*

The majority of the obligations are to provide benefits for the life of the member, so increases in life expectancy will result in an increase in the plan's liability.

The University accounts for post-employment benefits according to its accounting policy note 12.

	2023 R'000	2022 R'000
<b>Balance at the end of the year</b>		
Present value of obligations	<u>(38 982)</u>	<u>(76 378)</u>

	2023 R'000	2022 R'000
<b>The movement in the defined benefit obligation over the year is as follows:</b>		
Present value of obligation at the beginning of the period	76 378	78 432
Interest expense	9 400	8 914
Current service cost	5 242	5 643
Past service cost	236	339
Benefits paid	(4 720)	(5 862)
Remeasurements on obligation	(47 554)	(11 088)
Present value of obligation at the end of the period	<u>38 982</u>	<u>76 378</u>

As at 31 December 2023, the present value of the obligation comprised of approximately R28.5m (2022: R55.7m) relating to active employees and R10.5m (2022: R20.7m) relating to retired employees.

Remeasurements on the obligation are made up of the following:

Actuarial gains from change in financial assumptions	(3 818)	(6 143)
Experience gains	(43 736)	(4 945)
	<u>(47 554)</u>	<u>(11 088)</u>

	2023 R'000	2022 R'000
<b>The amounts recognised in the statement of profit or loss and statement of comprehensive income are as follows:</b>		
Employer contribution	5 478	5 982
Interest expense	9 400	8 914
Remeasurements on obligation	(47 554)	(11 088)
	<u>(32 676)</u>	<u>3 808</u>

**In profit or loss:**

Net interest expense	9 400	8 914
Personnel costs: Current service costs	5 242	5 643
Personnel costs: Past service costs	236	339

**In other comprehensive income:**

Remeasurements on obligation	(47 554)	(11 088)
	<u>(32 676)</u>	<u>3 808</u>

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**The principal actuarial assumptions used were as follows:**

	<b>2023</b>	<b>2022</b>
Discount rate	12,6%	12,4%
Pension increase rate	6,0%	6,0%
Inflation rate	6,0%	6,0%
Salary inflation at age 35	8,5%	9,5%
Salary inflation at age 40	8,0%	9,0%
Salary inflation at age 45	7,5%	8,5%
Salary inflation at age 65	6,0%	7,0%
Number of employees who are expected to take up the GLA benefit	4 742	4 843
Number of retirees	436	448
Post-retirement mortality tables (less 1 year plus mortality improvements of 0.5% from 2007)	PA(90)	PA(90)

**Sensitivity analysis**

The group life assurance obligation would be affected by changes in the following actuarial assumptions:

	<b>Change in assumption</b>	<b>Increase assumption</b>	<b>Decrease assumption</b>
Interest rate	1%	Decrease by 6.8%%	Increase by 7.7%
Premium rate	10%	Increase by 10.0%	Decrease by 10.0%

Reducing the resignation rate assumption by 50% results in an increase to the obligation of 5.1%.

The above sensitivity analyses are based on a change in one assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be correlated.

Estimated employer contributions to be paid for the financial year ending 31 December 2024 is R2.6m.

The weighted average duration of the defined benefit obligation is estimated at 12.3 years.

**10.5 Fair value of post-employment benefit obligations**

The following table analyses the obligation on post-employment benefits carried at fair value 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). Inputs for the asset or liability that are not based on observable market data (that is, unobservable inputs) (Level 3).

	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>2023</b>
				<b>R'000</b>
<b>Post-employment benefit obligation</b>	-	-	<b>(7 743 806)</b>	<b>(7 743 806)</b>
Pension plan obligation	-	-	(1 966 831)	(1 966 831)
Medical plan obligation	-	-	(1 203 589)	(1 203 589)
Group life assurance obligation	-	-	(38 982)	(38 982)
Provident plan obligation	-	-	(4 534 404)	(4 534 404)

The present value of the defined benefit calculated with the projected unit credit method at the end of the reporting period has been applied when calculating the pension, medical, provident and group life liabilities recognised within the statement of financial position.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

The following table outlines the effect of unobservable inputs on the fair value of the post-employment benefit obligations:

Description	Valuation techniques	Unobservable inputs	Range of unobservable inputs (probability - weighted average)	Relationships of unobservable inputs to fair value
<b>Pension plan obligation</b>	Projected unit credit method	Discount rate	13.1% per annum (12.8-year Government bond)	The higher the discount rate, the lower the obligation
		Inflation rate	6.0% per annum	The higher the inflation rate, the higher the obligation
		Salary increase rate (at 60y)	6.0% per annum	The higher the salary growth, the higher the obligation
		Pension increase rate	6.0% per annum	The higher the pension growth, the higher the obligation
		Duration of the fund obligation	Estimated at 12.8 years	The higher the duration of the fund liabilities, the lower the obligation
<b>Post - employment medical plan obligation</b>	Projected unit credit method	Discount rate	12.1% per annum	The higher the discount rate, the lower the obligation
		Medical cost inflation	8.0% per annum	The higher the inflation rate, the higher the obligation
		Duration of the fund obligation	Estimated at 10.3 years	The higher the duration of the fund liabilities, the lower the obligation
<b>Provident plan obligation</b>	Projected unit credit method	Discount rate	12.4% per annum (10.5-year Government bond)	The higher the discount rate, the lower the obligation
		Inflation rate	6.0% per annum	The higher the inflation rate, the higher the obligation
		Pension increase rate	6.0% per annum	The higher the pension growth, the higher the obligation
		Duration of the fund obligation	Estimated at 10.5 years	The higher the duration of the fund liabilities, the lower the obligation
<b>Group life assurance obligation</b>	Projected unit credit method	Discount rate	12.6% per annum	The higher the discount rate, the lower the obligation
		Inflation rate	6.0% per annum	The higher the inflation rate, the higher the obligation
		Salary increase rate (at 65y)	6.0% per annum	The higher the salary growth, the higher the obligation
		Duration of the scheme obligation	Estimated at 12.3 years	The higher the duration of the fund liabilities, the lower the obligation

<b>11. Lease liabilities</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Non-current liabilities	1 040	682
Current liabilities	1 332	615
	<b>2 372</b>	<b>1 297</b>

It is group policy to lease certain office equipment under leases. The average lease term is two to three years for office equipment and the average effective borrowing rate between 6.0% and 10.0%.

Future minimum rentals payable under non-cancellable leases as at 31 December are as follows:

Within one year	1 354	615
Two to five years	1 287	777
	<b>2 641</b>	<b>1 392</b>

**Income and expenses related to leases**

Interest expense on lease liabilities included in finance expense	225	118
Leases of low-value assets included in operating expenses	319	795
Short-term lease expenses included in operating expenses	19 090	11 900

The total cash outflow made for the principle payment of leases in 2023 was R1,1m (2022: R1.6m).



**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**12. Trade payables, accruals and other liabilities**

	<b>2023</b> <b>R'000</b>	<b>2022</b> <b>R'000</b>
<b>Financial liabilities</b>		
Trade payables	358 674	322 418
Accrued expenses	185 416	174 206
Payroll	1 935	1 332
Other payables	35 115	37 422
	<u>581 140</u>	<u>535 378</u>
<b>Non-financial liabilities</b>		
Leave with gratuity value	5 675	6 227
Non-accumulative leave	259 215	255 051
	<u>264 890</u>	<u>261 278</u>
	<u><b>846 030</b></u>	<u><b>796 656</b></u>

The carrying amounts of trade and other payables are considered to be the same as their fair values, due to their short-term nature.

Accrued expenses includes statutory payments relating to the December payroll and expenses incurred on various contract projects.

**Leave accrual**

Members of staff with leave with gratuity value to their credit at the end of 2006 had a choice of either disbursing the accumulated leave (as at 31 December 2006) to them at the end of March 2007 or to retain such leave credits in the system at the value as determined above. Leave credits retained will be disbursed to the relative staff member upon termination of service or on request at any time after March 2007, at the value as at 31 December 2006. As it is difficult to predict which portion of the liability will be disbursed to staff in future periods, the total accrual is treated as current.

The portion of non-accumulative leave that is not used within a period of twelve months, expires at the end of the period. For this reason, the non-accumulative leave is treated as current.

**13. Deferred income**

	<b>Asset grants</b> <b>income</b> <b>R'000</b>	<b>Other</b> <b>grants income</b> <b>R'000</b>	<b>Total</b> <b>2023</b> <b>R'000</b>	<b>Total</b> <b>2022</b> <b>R'000</b>
At 1 January	1 635 716	839 800	2 475 516	2 575 671
Deferred:				
Income received during the year	79 000	1 017 320	1 096 320	835 996
Income recognised during the year	(17 237)	(826 141)	(843 378)	(936 151)
<b>As at 31 December</b>	<u><b>1 697 479</b></u>	<u><b>1 030 979</b></u>	<u><b>2 728 458</b></u>	<u><b>2 475 516</b></u>
Current	17 237	1 030 979	1 048 216	857 039
Non-current	1 680 242	-	1 680 242	1 618 477
	<u><b>1 697 479</b></u>	<u><b>1 030 979</b></u>	<u><b>2 728 458</b></u>	<u><b>2 475 516</b></u>

**Asset grant income**

Grants relating to infrastructure are received in advance. Once the infrastructure is complete and "ready for use", the grant is recognised as income over the expected useful life of the asset. The balance is recognised as deferred income in the statement of financial position.

**Other grant income**

The group recognises grants received to compensate for expenses incurred, as income. These grants are subject to different requirements and are recognised over a period in accordance with the terms of the grant. The recognition of this income is limited to the expenses incurred. The balance is recognised as deferred income in the statement of financial position.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**14. Contract liabilities**

	<b>Contractual income R'000</b>	<b>Tuition income R'000</b>	<b>Total 2023 R'000</b>	<b>Total 2022 R'000</b>
At 1 January	82 814	97 550	180 364	189 385
Deferred:				
Income received during the year	82 779	104 589	187 368	180 364
Income recognised during the year	(82 814)	(97 550)	(180 364)	(189 385)
<b>As at 31 December</b>	<b>82 779</b>	<b>104 589</b>	<b>187 368</b>	<b>180 364</b>

Commercial contract income is recognised when the performance obligations have been met in the financial period in which the service is rendered. If the services rendered exceed the payments, a contract asset is recognised. If the payment exceeds the services rendered, a contract liability is recognised.

Tuition fee income is recognised over a period of time. If at the end of the annual financial year performance obligations remain outstanding, a contract liability is recognised for any consideration received for such services.

**Transaction price allocated to:**

The aggregate amount of the transaction price allocated to long-term contracts with customers, that are partially fulfilled at the end of the accounting period, is expected to be fulfilled during the following financial years:

	<b>2023 R'000</b>	<b>2022 R'000</b>
2023	-	165 299
2024	118 264	10 405
2025	58 686	4 660
2026+	10 418	-
	<b>187 368</b>	<b>180 364</b>

**15. Student credits and deposits**

	<b>2023 R'000</b>	<b>2022 R'000</b>
Students enrolled for current year	235 222	251 947
Students enrolled for previous years	188 259	178 092
Student deposits	174	174
	<b>423 655</b>	<b>430 213</b>

Refer to note 31.1 for an analysis of student credits and deposits into relevant maturity groupings based on the remaining period.

**16. Agency funds**

	<b>2023 R'000</b>	<b>2022 R'000</b>
DHET monitoring and evaluation funds	61 489	41 572
Estate funds	13 602	13 419
External bursaries	35 672	35 841
NSFAS student funding*	468 876	503 621
SRC club assets	4 564	5 454
Other	7 015	4 359
	<b>591 218</b>	<b>604 266</b>

\*Subsequent to year-end, an amount of R300.0m was repaid to NSFAS. The remaining balance will be settled on completion of the reconciliation and close-out process related to the 2017 to 2022 funding cycles. The amount owing to NSFAS is subject to change depending on student funding statuses.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**17. Revenue**

The group disaggregates the revenue from customers as follows:

<b>17.1 State appropriations - subsidies and grants</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Block grant	2 939 993	2 871 819
Clinical Training grant	74 767	61 248
Foundation grant	22 470	22 542
Infrastructure and efficiency grant	144 000	20 000
nGap grant	10 464	4 625
University Capacity Development grant	21 564	35 067
USAF Presidential Youth	3 495	3 909
Veterinary Sciences grant	190 213	175 301
	<b>3 406 966</b>	<b>3 194 511</b>

The total amount of state subsidies deferred during the year was R80.5m (2022: R84.2m). State appropriations - subsidies and grants received by the University are accounted for as grants related to income.

<b>17.2 Tuition and other fee income</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Tuition fee income:		
Undergraduate	1 790 953	1 781 724
Postgraduate	538 228	369 025
	<b>2 329 181</b>	<b>2 150 749</b>
Accommodation and food income	577 334	482 339
	<b>2 906 515</b>	<b>2 633 088</b>

Bursaries, awarded by the University, amounting to R131.9m (2022: R134.7m) were offset against tuition fee income. Total bursaries and loans awarded, controlled and administered by the University, on behalf of third parties and the University amounts to R2,097.3m (2022: R2,297.8m).

<b>17.3 Income from contracts and services</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Training services	400 028	375 399
Research services	629 644	685 492
Other services	484 302	632 711
	<b>1 513 974</b>	<b>1 693 602</b>

<b>17.4 Donations and gifts</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Donations and gifts received from external parties	<b>211 542</b>	<b>197 051</b>

<b>17.5 Timing of revenue recognition</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
At a point in time	261 634	241 026
Over a period of time	7 777 363	7 477 226
	<b>8 038 997</b>	<b>7 718 252</b>

<b>18. Interest and dividends</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Interest income at amortised cost	277 912	222 375
Dividend income	239 099	219 295
	<b>517 011</b>	<b>441 670</b>

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**19. Net interest income on defined benefit/contribution plans**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Defined benefit pension plan		
Interest expense	232 439	242 294
Interest (income)	(269 945)	(281 001)
Net interest (income)	<u>(37 506)</u>	<u>(38 707)</u>
Post-employment medical plan		
Interest expense	143 708	134 460
Interest (income)	(189 453)	(203 989)
Net interest (income)	<u>(45 745)</u>	<u>(69 529)</u>
Defined contribution provident plan		
Interest expense	482 448	448 105
Interest (income)	(483 683)	(449 289)
Net interest (income)	<u>(1 235)</u>	<u>(1 184)</u>
Group life assurance scheme		
Interest expense	<u>9 400</u>	<u>8 914</u>
Net interest (income) recognised in the statement of profit or loss.	<u><b>(75 086)</b></u>	<u><b>(100 506)</b></u>

**20. Net fair value gains on financial assets**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
During the year, the following gains were recognised in profit or loss and other comprehensive income:		
Gains recognised in the statement of profit or loss:		
Net fair value gains on financial assets	<u>131 619</u>	<u>68 442</u>
	<u><b>131 619</b></u>	<u><b>68 442</b></u>
Gains recognised in other comprehensive income:		
Net fair value gains on financial assets	<u>3 024 316</u>	<u>(1 286 721)</u>
	<u><b>3 024 316</b></u>	<u><b>(1 286 721)</b></u>

**21. Personnel costs**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
Salaries and wages	4 214 651	3 961 650
Current and past service costs: defined benefit pension plan (refer note 10.1)	21 381	25 341
Current service costs: defined benefit medical plan (refer note 10.2)	11 173	13 716
Current and past service costs: defined contribution provident plan (refer note 10.3)	310 021	306 977
Current and past service costs: group life assurance scheme (refer note 10.4)	5 478	5 982
	<u><b>4 562 704</b></u>	<u><b>4 313 666</b></u>
Personnel costs	4 558 347	4 337 738
Non-accumulative leave accrual	<u>4 357</u>	<u>(24 072)</u>
	<u><b>4 562 704</b></u>	<u><b>4 313 666</b></u>
The number of persons employed by the group on 31 December is:		
Full-time	5 545	6 010
Part-time (more than 15 hours per week)	2 349	2 127
Joint appointments - Full-time	384	388
Joint appointments - Part-time (more than 15 hours per week)	<u>49</u>	<u>62</u>
	<u><b>8 327</b></u>	<u><b>8 587</b></u>

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**22. Other operating expenses**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>

The following items have been included in other operating expenses:

Auditor's remuneration - as auditor: statutory audit	8 776	6 451
- as auditor: agreed upon procedures and other audits	5 933	4 806
- as other	837	585
Consultants	157 265	164 983
Consumables	135 013	132 482
Foreign exchange differences	4 585	1 541
Inventory expensed during the year	117 444	107 173
IT related expenditure	210 932	214 987
Library material and online educational resources	131 810	116 854
Municipal charges - rates, taxes, diesel, water and electricity	343 884	308 803
Repairs and maintenance	254 011	231 697
Travel and subsistence	179 648	181 683

**23. Taxation**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>

The University is exempt from income tax in terms of section 10(1)(cA)(i) of the Income Tax Act. However, some of the subsidiaries of the University are not exempt from income tax.

SA normal tax		
Current tax	142	(46)
	<b>142</b>	<b>(46)</b>

**Tax reconciliation**

Current year temporary differences	38	(46)
Assessed loss	104	-
Income tax for the year	<b>142</b>	<b>(46)</b>

TuksSport (Pty) Ltd and its subsidiary TS Soccer (Pty) Ltd, have tax losses of R56.4m (2022: R64.9m). No deferred tax assets have been raised for the assessed tax losses. TuksSport (Pty) Ltd is a wholly owned subsidiary of the University of Pretoria.

**Tax (paid)/refunded:**

Balance at beginning of the year	49	198
Current tax for the year	142	(46)
Balance at the end of the year	(142)	(49)
Tax refunded for the year	<b>49</b>	<b>103</b>

**24. Contingent liabilities**

**Legal actions**

The group is involved in the following legal proceedings:

- An objection was lodged by the group against the registration of a trademark by a third party. Opposition proceedings are on-going in an effort to reach a settlement with the third party. If the matter proceeds to litigation, costs could amount to R0.5m.
- An unsuccessful tenderer is seeking damages against the group after having been disqualified in the initial stages of a tender evaluation. The tender was evaluated in accordance with applicable procurement policies and procedures. Costs could amount to R0.5m.

In accordance with IAS 37, the group has not recognized a provision for either of these contingencies. Based on information currently available, it is not probable that an outflow of cash will be required. Furthermore, a reliable estimate of the potential financial impact cannot yet be made. The group will continue to monitor these situations and assess the need for disclosure or recognition of a provision in future periods.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

<b>25. Contractual obligations in respect of expenses</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
The following commitments existed on 31 December in respect of contracts concluded and orders placed:		
Capital expenditure, including movable assets	153 500	188 503
Operating expenditure	63 162	113 224
	<b>216 662</b>	<b>301 727</b>
<b>26. Cash generated from operations</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Reconciliation of surplus to cash generated from operations:		
Surplus before tax	790 546	857 246
Adjustments for:		
Depreciation	262 262	237 349
Amortisation	6 156	7 730
Impairment of intangible asset	310	-
Profit on disposal of associate	(886)	-
Net interest income on defined benefit/contribution plans	(75 086)	(100 506)
Current service cost on defined benefit/contribution plans	347 817	351 677
Past service cost on defined benefit/contribution plans	236	339
Other non-cash movements on defined benefit/contribution plans	(331 885)	(332 015)
Profit on disposal of property, plant and equipment	(2 381)	(500)
Share of loss of associate	(454)	(455)
Dividend income	(239 099)	(219 295)
Interest income	(277 912)	(222 375)
Finance expense	1 201	272
Net fair value adjustment on investments through profit and loss	(131 619)	(68 442)
Changes in working capital	221 758	46 907
(Increase) in trade and other receivables	(68 878)	(52 335)
(Increase)/decrease in non-current loans and receivables	(926)	3 320
Decrease in inventories	283	4 364
Increase/(decrease) in trade and other payables and other liabilities	310 885	(162 000)
(Decrease)/increase in student credits and deposits	(6 558)	27 044
(Decrease)/increase in agency funds	(13 048)	226 514
Cash generated from operations	<b>570 964</b>	<b>557 932</b>

**27. Related parties**

**27.1 Key management personnel**

The following are considered to be related parties to the University:

- University Council members; and
- Management, comprising the Executive, Deans of faculties, Directors of professional service departments and Directors of subsidiaries.

Compensation paid to key management and members of Council:

	<b>Members of Council R'000</b>	<b>Management R'000</b>	<b>2023 R'000</b>	<b>2022 R'000</b>
Salaries and other short-term employee benefits	734	130 999	131 733	118 824
Post-employment benefits	-	10 167	10 167	10 724

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

---

**27.2 Subsidiaries and associates**

*Subsidiaries*

The University of Pretoria controls and owns 100% of the shares of the following companies:

- Enterprises University of Pretoria (Pty) Ltd
- Marti TB Diagnostics (Pty) Ltd
- Stratoscience (Pty) Ltd (dormant)
- TuksSport (Pty) Ltd
- University of Pretoria Clinical Services (Pty) Ltd
- Venture Laboratories (Pty) Ltd (dormant)

TuksSport (Pty) Ltd owns 100% of the shares of the following companies:

- Play 4 Sport (Pty) Ltd (dormant)
- TS Soccer (Pty) Ltd

*Associates*

The University of Pretoria controls and owns 27% of the shares of Insiava (Pty) Ltd.

The University of Pretoria owned 50% of the shares of SERA (Pty) Ltd which was liquidated in March 2022. The University had significant influence but not control over the SERA (Pty) Ltd.

*Trusts and non-profit entities*

The University of Pretoria is the sole beneficiary of the following Trusts:

- Arts Centre Foundation Trust
- Eduardo Villa Trust
- Enterprises @ University of Pretoria Trust (dormant)
- Gauteng Software Incubator Trust (dormant)

The University of Pretoria controls the following Non-Profit entities:

- The Gordon Institute of Business Science NPC (dormant)
- TuksSport Study Centre NPC
- TuksNovation NPC

The University of Pretoria controls 100% of the University of Pretoria Foundation - Delaware (USA).

The University of Pretoria controls 100% of the UK Friends of the University of Pretoria (UK).

**27.3 Post-employment contribution and benefit plans**

University of Pretoria Pension Fund  
 University of Pretoria Post-employment Medical Benefit Fund  
 University of Pretoria Provident Fund  
 FundsAtWork Umbrella Provident Fund  
 University of Pretoria Post Retirement Group Life Assurance Fund

**27.4 Transactions with related parties**

No transactions other than loans, lease of buildings, administration fees and management contracts have taken place between the University of Pretoria and its subsidiaries. All intergroup transactions were eliminated on consolidation.

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
<b>The following transactions were carried out with related parties:</b>		
<i>Employer contributions paid to:</i>		
University of Pretoria Provident	170 725	170 867
University of Pretoria Pension	17 380	19 176
 <b>Amounts receivable at year end:</b>		
<i>Associates</i>		
Insiava (Pty) Ltd	732	725

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

	<b>2023 R'000</b>	<b>2022 R'000</b>
<b>Loan accounts:</b>		
<i>Associates</i>		
Insiava (Pty) Ltd	15 915	15 915
<b>Provision for impairment:</b>		
<i>Associates</i>		
Insiava (Pty) Ltd	(15 915)	(15 915)

The loans are unsecured, bear no interest and do not have defined repayment terms.

**28. Investment in associate companies**

	<b>2023 R</b>	<b>2022 R</b>
Shares at cost		
Bookmark at UP (Pty) Ltd - Unlisted	-	429
Insiava (Pty) Ltd - Unlisted	5 000 750	5 000 750
Carrying value of investment in associates		
Insiava (Pty) Ltd*	-	-
Bookmark at UP (Pty) Ltd		
- Opening balance	1 040 169	1 494 959
- Since acquisition loss	(453 600)	(454 790)
- Sale of investment	(586 569)	-
Closing balance	<b>-</b>	<b>1 040 169</b>

\*The carrying value of the investment in Insiava (Pty) Ltd is zero due to the group's share of losses exceeding its interest in the associate (including unsecured receivables). The group does not recognise further losses.

	<b>2023 Percentage voting rights</b>	<b>2022 Percentage voting rights</b>	<b>2023 No of shares held</b>	<b>2022 No of shares held</b>
Bookmark at UP (Pty) Ltd - Unlisted	0%	30%	-	429
Insiava (Pty) Ltd - Unlisted	27%	27%	100 915	100 915

The group's interest in Insiava (Pty) Ltd, is accounted for using the equity method. The group sold its entire shareholding in Bookmark at UP (Pty) Ltd, representing 30% of total issued ordinary share capital.

The aggregate assets, liabilities and results of operations of associate companies for the financial year ended 31 December 2023 are summarised as follows:

	<b>Insiava (Pty) Ltd R'000</b>	<b>Bookmark at UP (Pty) Ltd R'000</b>	<b>Total 2023 R'000</b>
Non-current assets	261	-	261
Current assets	923	-	923
Non-current liabilities	(22 803)	-	(22 803)
Current liabilities	(1 305)	-	(1 305)
Revenue	1 192	-	1 192
(Loss) after tax	(351)	-	(351)



**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

The aggregate assets, liabilities and results of operations of associate companies for the financial year ended 31 December 2022 are summarised as follows:

	<b>Insiava (Pty) Ltd R'000</b>	<b>Bookmark at UP (Pty) Ltd R'000</b>	<b>Total 2022 R'000</b>
Non-current assets	375	232	607
Current assets	1 558	2 159	3 717
Non-current liabilities	(22 803)	-	(22 803)
Current liabilities	(1 709)	(805)	(2 514)
Revenue	1 654	3 450	5 104
(Loss) after tax	(1 228)	(455)	(1 683)

**29. Financial assets and financial liabilities by category**

	<b>Financial assets at amortised cost R'000</b>	<b>Financial at fair value through P&amp;L R'000</b>	<b>Financial at fair value through OCI R'000</b>	<b>Total 2023 R'000</b>
<b>31 December 2023</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
<b>Assets as per statement of financial position:</b>				
Investments (refer note 4) <sup>a</sup>	-	1 543 544	17 633 482	19 177 026
Non-current loans and receivables (refer note 6) <sup>b</sup>	9 567	-	-	9 567
Trade and other receivables (refer note 8) <sup>c</sup>	705 729	-	-	705 729
Cash and cash equivalents (refer note 9) <sup>c</sup>	2 726 900	-	-	2 726 900
	<b>3 442 196</b>	<b>1 543 544</b>	<b>17 633 482</b>	<b>22 619 222</b>

	<b>Financial liabilities at amortised cost R'000</b>	<b>Total 2023 R'000</b>
<b>Liabilities as per statement of financial position:</b>		
Lease liabilities (refer to note 11) <sup>b</sup>	2 372	2 372
Trade payables, accruals and other liabilities (refer note 12) <sup>c</sup>	581 140	581 140
Student credits and deposits (refer to note 15) <sup>c</sup>	423 655	423 655
Agency funds (refer to note 16) <sup>b</sup>	591 218	591 218
	<b>1 598 385</b>	<b>1 598 385</b>

**Level in fair value hierarchy:**

a - Levels 1, 2 and 3

b - Level 3

c - Level 1

	<b>Financial assets at amortised cost R'000</b>	<b>Financial at fair value through P&amp;L R'000</b>	<b>Financial at fair value through OCI R'000</b>	<b>Total 2022 R'000</b>
<b>31 December 2022</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
<b>Assets as per statement of financial position:</b>				
Investments (refer note 4) <sup>a</sup>	-	1 402 413	13 796 266	15 198 679
Non-current loans and receivables (refer note 6) <sup>b</sup>	8 641	-	-	8 641
Trade and other receivables (refer note 8) <sup>c</sup>	636 850	-	-	636 850
Cash and cash equivalents (refer note 9) <sup>c</sup>	2 999 937	-	-	2 999 937
	<b>3 645 428</b>	<b>1 402 413</b>	<b>13 796 266</b>	<b>18 844 107</b>

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

	<b>Financial liabilities at amortised cost R'000</b>	<b>Total 2022 R'000</b>
<b>Liabilities as per statement of financial position:</b>		
Lease liabilities (refer to note 11) <sup>b</sup>	1 297	1 297
Trade payables, accruals and other liabilities (refer note 12) <sup>c</sup>	535 378	535 378
Student credits and deposits (refer to note 15) <sup>c</sup>	430 213	430 213
Agency funds (refer to note 16) <sup>b</sup>	604 266	604 266
	<b>1 571 154</b>	<b>1 571 154</b>

**Level in fair value hierarchy**

a - Levels 1, 2 and 3

b - Level 3

c - Level 1

**30. Credit quality of financial assets**

	<b>2023 R'000</b>	<b>2022 R'000</b>
<b>Cash at bank and short-term deposits</b>		
Fitch Ratings or equivalent (national short term):		
F1+	2 725 687	2 998 680
BBB+	1 213	1 257
<b>Total cash and cash equivalents (refer note 9)</b>	<b>2 726 900</b>	<b>2 999 937</b>
	<b>2023 R'000</b>	<b>2022 R'000</b>
<b>Listed bonds and other</b>		
Government	218 937	33 544
AAA (Government guaranteed)	639	867
AAA (Non-Government)	79 688	53 742
AA	276 094	264 803
A	145 029	470 631
BBB	237 613	98 148
BB	187 463	116 131
B	145 490	140 321
CCC	9 515	9 250
D	11 086	5 080
<b>Total bonds and other (refer note 4.2)</b>	<b>1 311 554</b>	<b>1 192 517</b>

Bonds are placed with Ninety One, Coronation Fund Managers and Futuregrowth Asset Management, and consist of South African government, parastatal, corporate and inflation-linked bonds, as well as infrastructure and development bonds.

**31. Risk management**

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

A Risk Management Committee, comprising certain members of the Executive Committee, Deans and Directors identifies, evaluates and co-ordinates the management of strategic risks faced by the University. Risk management processes are reviewed regularly for continuing relevance and effectiveness. The Risk Management Committee reports to the Executive Committee and to the Audit, IT and Risk Committee of Council. A report on the risk management process that is being followed, as well as a summary of the risk register, are presented to the Audit, IT and Risk Committee, Executive Committee of Council and to the Council of the University on a regular basis.

The group varies its investment philosophy based on longer term investment and liability requirements and the risk profile. To this end two portfolios have been established, namely:

- Long Term Capital (LTC) Portfolio – Long term investing (at least 5 years) where the investment objective and risk constraint is set relative to consumer price inflation.

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

**31.1 Financial risk factors**

**A. Market risk**

**(i) Foreign currency risk**

The group has limited foreign exchange exposure in respect of normal operating activities. Foreign investments and foreign bank balances are subject to exchange rate fluctuations. The group manages foreign exchange risk through the Investment Committee of Council which monitors the investment climate and economic factors that affect the investment strategy and which monitors the investment results of the fund managers of the various investment portfolios. The carrying amount of financial instruments that are exposed to foreign currency risk are as follows:

	<b>2023</b> <b>R'000</b>	<b>2022</b> <b>R'000</b>
Foreign securities (USD)	11 491 639	8 397 453
Foreign securities (EURO)	484 467	236 138
	<b>11 976 106</b>	<b>8 633 591</b>

*Foreign currency sensitivity analysis*

	<b>2023</b> <b>R'000</b> <b>± 10%</b>	<b>2022</b> <b>R'000</b> <b>± 10%</b>
Foreign investments (USD)	1 149 164	839 745
Foreign investments (EURO)	48 447	23 614
Total	<b>1 197 611</b>	<b>863 359</b>

At 31 December 2023, if the USD and the EURO had strengthened by 10% against the Rand with all other variables held constant, the surplus for the year would have been R1,197.6m (2022: R863.4m) higher, as a result of a Rand increase in the fair value of USD and EURO denominated investments. If the USD and EURO had weakened by 10% against the Rand with all other variables held constant, the surplus for the year would have been R1,197.6m (2022: R863.4m) lower, as a result of a Rand decrease in the fair value of USD and EURO denominated investments. The 10% variation in the exchange rate is based on the average forward rate for 12 months in respect of the underlying currencies.

**(ii) Price risk**

The group is exposed to equity securities price risk because of investments held by the group and classified as investments at fair value through other comprehensive income. The group is not directly exposed to commodity price risk. To manage its price risk arising from investments in equity securities, the group diversifies its portfolio. Diversification of the portfolio is done in accordance with the limits set by the Investment Committee of Council.

	<b>2023</b> <b>R'000</b> <b>± 10%</b>	<b>2022</b> <b>R'000</b> <b>± 10%</b>
Listed equities	1 696 010	1 323 147

At 31 December 2023, if the FTSE/JSE CAPI index increased/decreased by 10% with all other variables held constant and all the group's equity instruments moved according to the historical correlation with the index, the other comprehensive income for the year would have been R1,696.0m (2022: R1,323.1m) higher/lower. Due to the unpredictability of equity market returns, a general indicative percentage of 10% is used to highlight the changes in market value on equity investments.

**(iii) Interest rate risk**

The group has significant interest-bearing assets but no significant interest-bearing liabilities. The group's income and operating cash flows are substantially independent of changes in market interest rates. Interest rate risk is mitigated by means of a diversified investment portfolio comprising of various different asset classes and investment managers.

*Interest rate sensitivity analysis*

Cash, bank and cash equivalents (variable rate financial assets)

2023 R'000 ± 50 basis points	2022 R'000 ± 50 basis points
---------------------------------------	---------------------------------------

13 635	15 000
--------	--------

At 31 December 2023, if the interest rate had been 50 basis points higher/lower, the surplus would have been R13.6m (2022: R15.0m) higher/lower. The increase/decrease of 50 basis points in the interest rate is based on the assumption that interest rates on average may increase/decrease in increments of 50 basis points at a time.

**B. Credit risk**

Potential concentrations of credit risk consist mainly of short-term cash, cash equivalent investments, student loans, trade receivables, other receivables and investments carried at amortised cost. The maximum exposure to credit risk is represented by the carrying amount of all financial assets subject to credit risk.

**(i) Loans and receivables**

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

The University assists a limited number of financially needy students with loans. Although this represents a credit risk, the risk is mitigated by means of two guarantees required per student loan agreement. Credit valuations are performed on the financial condition of customers other than students.

For detail regarding the nature of credit risk and expected credit losses of loans and receivables, refer to accounting policy notes 1.3.2 and 8.3 and notes 6 and 8 of the consolidated financial statements.

**(ii) Investments and cash and cash equivalents**

The group places long-term and short-term investments with reputable financial institutions. A multi-manager approach is followed for the management of investments in order to limit investment risk. Funds are invested with twenty-five divergent portfolio managers (thirteen local and twelve foreign), with specialist mandates developed to contain risk within set parameters. In order to hedge investment funds against fluctuations, the University invests a portion of the available funds abroad.

The group is also exposed to credit risk in relation to debt investments that are measured at fair value through profit or loss. The group's investments in debt instruments are considered to be low risk investments. The credit ratings of the investments are monitored for credit deterioration. Refer to note 30 for detail on the credit quality of financial assets. Other instruments are considered to be low credit risk where they have a low risk of default and the issuer has a strong capacity to meet its contractual cash flow obligations in the near term. The maximum exposure at the end of the reporting period is the carrying amount of these investments, R1,543.5m (2022: R1,402.4m).

Cash and cash equivalents, investments at fair value through profit or loss and investments carried at amortised cost are subject to the impairment requirements of IFRS 9 (as issued by the IASB). The identified impairment loss was immaterial as these are held at reputable financial institutions with a low probability of default. No impairment losses have been recognised for these assets.

### C. Liquidity risk

The group has minimised liquidity risk through substantial balances of cash and cash equivalents. The group manages a cash budget that is continually updated and reported to the Investment Committee of Council.

Cash requirements are based on a working capital budget, which in turn is based on a breakeven Council approved annual budget. Spending within the University structure is controlled through fund accounting and commitment control, which limits overall spending to the budgeted figures as approved by Council.

Management monitors rolling forecasts of cash and cash equivalents on the basis of expected cash inflows and outflows, while considering the level of liquid assets available to meet these requirements. A portfolio of long-term and short-term investments are strategically managed to ensure accessibility to cash funding.

The table below analyses the group's financial liabilities into relevant maturity groupings based on the remaining period at the statement of financial position date to the contractual maturity date. The amounts disclosed in the table are the undiscounted cash flows. Balances due within a year equal their carrying amount as the impact of discounting is not significant.

#### At 31 December 2023

	<b>Less than 1 year R'000</b>	<b>Between 1-3 years R'000</b>	<b>Between 3-5 years R'000</b>	<b>More than 5 years R'000</b>
Agency funds	591 218	-	-	-
Lease liabilities	1 354	1 287	-	-
Student credits and deposits	423 655	-	-	-
Trade payables, accruals and other liabilities	581 140	-	-	-
	<b>1 597 367</b>	<b>1 287</b>	<b>-</b>	<b>-</b>

#### At 31 December 2022

	<b>Less than 1 year R'000</b>	<b>Between 1-3 years R'000</b>	<b>Between 3-5 years R'000</b>	<b>More than 5 years R'000</b>
Agency funds	604 266	-	-	-
Lease liabilities	615	777	-	-
Student credits and deposits	430 213	-	-	-
Trade payables, accruals and other liabilities	535 378	-	-	-
	<b>1 570 472</b>	<b>777</b>	<b>-</b>	<b>-</b>

### D. Capital risk management

The group's objectives when managing capital (which include all items of capital and funds as presented on the statement of financial position) are to safeguard the ability of the University of Pretoria and its subsidiaries to continue as a going concern and to maintain an optimal structure to reduce the cost of capital.

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

The capital of the University comprises both restricted funds designated for specific purposes and unrestricted funds, being funds that can be employed by Council at its discretion.

The University has a satisfactory ratio of reserves to assets, however much of the asset base is held in designated investments and in property, which has restricted alienability.

The group's policy is to apply conservative financing. Internal loans are used for managerial purposes at a rate appropriate to the inherent risk. Debt is avoided but, where utilised, the policy is to settle in as short a period as possible.

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**32. Remuneration of Executive Management**

The remuneration of Executive Management is approved by the Human Resources Committee of Council. Members of Council are given access to this information by the Chairperson of the Remuneration Committee on request. Council delegated the approval of the information to the Chairperson of Council before submission to the Department of Higher Education and Training.

The following information on amounts actually accrued during the financial year is supplied in order to comply with the Higher Education Act (101 of 1997, as amended) and the Regulations for Annual Reporting by Higher Education Institutions.

			2023	2022
Name	Position	Nature	R'000	R'000
Prof T Kupe	Vice-Chancellor and Principal (Jan to Jul 2023)	Basic Salary	2 398	3 878
		Employment Benefits	2 634	667
		Other	835	26
Prof T Mosia	Interim Vice-Chancellor and Principal (Jul to Dec 2023) and Vice-Principal: Student Life (Jan to Jun 2023)	Basic Salary	2 999	2 829
		Employment Benefits	1 167	485
		Other	44	17
Prof NTF Duncan	Vice-Principal: Academic (Retired)	Basic Salary	-	1 990
		Employment Benefits	-	259
		Other	-	13
Prof LA Feris	Vice-Principal: Academic	Basic Salary	2 645	833
		Employment Benefits	843	118
		Other	35	6
Prof BTJ Maharaj	Vice-Principal: Institutional Planning, Research and Innovation and Postgraduate Education	Basic Salary	3 141	2 871
		Employment Benefits*	1 170	875
		Other	48	14
Prof F Senkubuge	Acting Vice-Principal: Student Life (Aug to Dec 2023)	Basic Salary	896	-
		Employment Benefits	-	-
		Other	10	-
Mr S Mthiyane	Chief Operating Officer	Basic Salary	3 138	2 960
		Employment Benefits	1 197	554
		Other	43	17
Prof C Koornhof	Executive Director: Finance and Business Initiatives	Basic Salary	3 268	3 083
		Employment Benefits	1 133	483
		Other	44	17
Prof CMA Nicholson	Registrar	Basic Salary	3 054	2 846
		Employment Benefits	1 132	560
		Other	42	59
			31 916	25 460

\* Includes project related payments from Enterprises University of Pretoria (Pty) Ltd

**UNIVERSITY OF PRETORIA AND ITS SUBSIDIARIES**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**33. Remuneration of members of Council**

	<b>2023</b>	<b>2022</b>
	<b>R'000</b>	<b>R'000</b>
A Chowan	44	44
K Dlamini	97	89
DJ Fourie	31	40
HH Koster	18	22
BJ Kruger	68	84
P Langeni	9	13
N Lesela	62	86
MW Madi	35	40
KG Makgaleng	13	-
V Qinga	26	40
MMT Ramano	37	35
CM Read	31	40
FD Swart	57	35
AE Swiegers	39	42
S Taylor	52	50
ST Tsengiwe	49	44
RJ Van Der Eyden	22	22
JHP Van Der Merwe	44	30
	<b>734</b>	<b>756</b>

Council members are remunerated on a per-meeting basis.

**34. Events after the reporting period**

As indicated in note 16, an amount of R300.0m was repaid to NSFAS subsequent to year-end,. There are no other subsequent events after the year end date which require disclosure or amendment to the annual financial statements as at December 2023.

**35. Changes in accounting estimates - useful lives**

During the financial year management revised its estimation of the useful lives of certain items of audio-visual, computer, laboratory and other equipment. These changes were due to the following:

- Increase in useful life of specific assets due to the assets demonstrating longer asset lifespans than initially estimated, resulting in the specific assets not being replaced within the originally estimated lifespan. As a result of this review, the useful lives these assets were increased by 2 years from 1 January 2023.
- Increase in useful life of specific assets due to major upgrades to the assets. The useful lives of these assets were increased by 8 to 10 years from 1 January 2023.
- Decrease in useful life for specialised lab equipment that has a considerably shorter life than the default expected life for this category. The useful lives of these assets were decreased by 16 years from 1 January 2023.

The above changes resulted in a decrease of R0,1m the reported depreciation for 2023 and a similar amount can be expected for these assets in 2024 if no other changes are made.