



**UNIVERSITY OF
ZULULAND**



ANNUAL REPORT 2014

RESTRUCTURED FOR RELEVANCE

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1. REPORT OF THE CHAIRPERSON OF COUNCIL

1.1 STATEMENT OF SELF-ASSESSMENT OF COUNCIL AND SUMMARY OF MEMBERS' ATTENDANCE OF COUNCIL MEETINGS

This report focuses on important developments which influenced progress towards the attainment of the vision, mission and objectives of the University of Zululand (hereinafter UNIZULU or the University) during the period under review.

The current vision and mission statements of the University are as follows:

1.1.1 Vision

A leading comprehensive University providing quality education.

For most of its existence, the University has fulfilled the role of a traditional higher education institution (HEI) offering mainly undergraduate and post-graduate degree programmes in the humanities, natural and agricultural sciences, education, law, commerce and social sciences, together with some mainly post-graduate certificates and diplomas. In 2003 the Minister of Higher Education proclaimed the University as a comprehensive university which was to refocus its mission and offer a majority of vocational, technical and professionally oriented programmes together with a lesser number of traditional university programmes.

In line with the planning for the move to become a comprehensive HEI, the University acquired in 2007 a site for a second campus in the centre of the rapidly expanding urban area and port of Richards Bay, about 15km from Empangeni. This campus opened its doors in 2009 offering a limited number of undergraduate certificate and diploma programmes in economic and management sciences and technology.

The University has plans, as part of its renewal trajectory, to design and deliver new programmes, mainly at the undergraduate diploma level, in engineering, maritime studies and tourism at the Richards Bay campus. These new programmes are in line with the UNIZULU strategic plan 2010 – 2013 which aims to provide high-quality academic and career-focused programmes, relevant and responsive to the needs of students and society.

Richards Bay is one of the largest ports in South Africa and is a vital industrial hub for the country. While the coal terminal, through which South Africa exports most of its coal to Asia and elsewhere and the aluminium smelters are examples of heavy industry, the city is home to a variety of manufacturing and service industries, large and small. The University seeks, through its planned new programmes, to address skills shortage in the important disciplines of engineering and maritime studies as well as tourism. Graduates of these programmes will contribute to the continued growth of the regional and local economy of the uMhlathuze Municipality and uThungulu District Municipality as well as the larger economy of South Africa and the southern African region, thereby making UNIZULU a leading comprehensive university.

1.1.2 Mission

To produce globally competitive graduates, relevant for the human capital needs of the country, by providing quality education which upholds high standards of research and academic excellence

1.1.3 Values

- Innovation: promoting attributes of excellence, creativity and discovery among students and staff
- Teamwork: working together to accomplish a common goal
- Efficiency: sustaining high levels of productivity
- Accountability: subscribing to integrity and transparency
- Mutual trust: inculcating dependable and trustworthy relationships and mutual respect

1.1.4 Summary of Council members and their attendance of meetings

The Administrator appointed by the Minister of Higher Education and Training, Honorable Dr BE Nzimande MP, in terms of the Higher Education Act (101 of 1997 as amended), Professor Chris de Beer, completed his mandate in October 2013. The inauguration of the new Council of UNIZULU on 8 October 2013 marked the end of the Administrator's tenure.

The year 2014 was the first full year of the new Council in office. During the period under review, Council executed its fiduciary responsibilities efficiently and effectively as provided for in the Higher Education Act. The composition of Council is presented in Table 1 below:

TABLE 1: Composition of the Council	
EXTERNAL COUNCILLORS	CONSTITUENCY
Mr CV Gamede	Ministerial Appointee
Judge BC Mocumie	Ministerial Appointee
Dr MO Sutcliffe	Ministerial Appointee
Mr SB Xulu	Ministerial Appointee
Ms PN Maphoshe	Ministerial Appointee
Prof BC Dumisa	Convocation
Mr B Makhathini	Convocation
Mr TC Ngcobo	Experience and Expertise
Dr TT Khanyile	Experience and Expertise
Dr SZ Mbokazi	Experience and Expertise
Mr D Kunji-Behari	Donor Representative
Mr G Sibiya	Donor Representative
Councillor EF Mbatha	uMhlathuze Municipality Representative
Mr EJB Dube	Mkhwanazi Traditional Authority Representative
INTERNAL COUNCILLORS	
Prof NM Mazibuko	Vice-Chancellor
Prof R Midgley	Deputy Vice-Chancellor: Research and Innovation
Prof X Mtose	Deputy Vice-Chancellor: Teaching and Learning
Prof DR Nzima	Senate Representative
Prof TP Mhlongo	Senate Representative
Dr NR Ngcobo	Institutional Forum Representative
Ms NN Mbatha	Academic Staff Representative
Mr SJ Mvubu	Administrative and Support Staff Representative
Mr S Mkhize	SRC President
Mr TP Shandu	SRC Representative

TABLE 2: Summary of Councillors' attendance of Council meetings

Members	Meeting Dates					
	27/02/14 (special)	04/04/14	27/06/14	01/10/14 (special)	24/10/14	28/11/14
Mr CV Gamede	✓	✓	✓	✓	✓	✓
Judge BC Mocumie	x	✓	X	✓	X	X
Prof NM Mazibuko	✓	✓	✓	✓	?	?
Prof X. Mtose	?	✓	✓	✓	✓	✓
Ms PN Maphoshe	✓	X	✓	✓	✓	✓
Cllr. EF Mbatha	✓	✓	✓	x	✓	X
Mr SB Xulu	✓	✓	X	✓	✓	✓
Mr G Sibiyi	✓	✓	✓	✓	✓	✓
Mr B Makhathini	✓	✓	✓	x	✓	✓
Prof BC Dumisa	x	✓	✓	✓	✓	✓
Dr MO Sutcliffe	x	X	✓	x	X	X
Mr D Kunji-Behari	✓	X	✓	x	✓	✓
Mr EJB Dube	✓	✓	✓	✓	✓	✓
Dr TT Khanyile	x	X	✓	x	X	X
Dr SZ Mbokazi	✓	✓	✓	✓	✓	✓
Mr TC Ngcobo	✓	✓	✓	✓	✓	✓
Prof R Midgley	✓	✓	✓	✓	✓	✓
Prof TP Mhlongo	✓	✓	✓	✓	✓	X
Prof DR Nzima	✓	✓	✓	✓	✓	✓
Dr ME Khuzwayo	✓	?	?	?	?	?
Mr SJ Mvubu	✓	✓	✓	✓	X	✓
Mr S Ndimande (SRC)	✓	X	?	?	?	?
Mr TP Shandu (SRC)	?	?	✓	?	?	?
Mr S Mkhize (SRC)	✓	X	✓	?	✓	✓
Dr NR Ngcobo	✓	✓	✓	✓	✓	✓
Ms NN Mbatha	✓	✓	✓	✓	✓	✓
Prof C Kistan	x	?	?	?	?	?

✓ = present

x = absent (with/without apology)

? = not a Council member at that point

- Prof N. M. Mazibuko resigned as the UNIZULU Vice-Chancellor on 23 October 2014;
- Prof X. Mtose at the time of the Council meeting on 27/02/14 had not been appointed Deputy Vice-Chancellor: Teaching and Learning;
- Dr ME Khuzwayo, Senate's representative on Council, ceased to be a member of Council by virtue of her ceasing to be a member of Senate. The SRC term for Messrs S. Ndimande and T. P. Shandu had expired;
- Prof C. Kistan's contract as the acting Deputy Vice-Chancellor: Teaching and Learning retired from his substantive position therefore all ties he had with the university were severed.

1.1.5 ADDRESSES OF THE UNIVERSITY

Physical address

University of Zululand
24 Main Road
KwaDlangezwa
Kwazulu-Natal
South Africa

Postal address

Private Bag X1001
KwaDlangezwa
3886

1.2 MATTERS OF SIGNIFICANCE CONSIDERED BY COUNCIL

During 2014, Council attended to and addressed a number of matters of significance for the University, the most important of which were the following:

1.2.1 Policies, plans, constitutions, reports and manuals approved

- The UNIZULU Foundation Deed of Trust
- The 2013 Annual Report to the DHET
- The Integrated Transformation Plan
- Policy and Procedure Manual: Students' Debt Management
- Policy and Procedure on Management and Administration of Research Funds
- The revised Charters of the following Council Committees:
 - Human Resources Committee
 - Planning and Infrastructure Committee
 - Audit and Risk Committee
 - Finance Committee
 - Executive Committee

1.2.2 Students

Council approved the following within this category:

- Tuitions fees to increase by 8%
- Residence fees to increase by 10%
- Initial payment to remain unchanged
- Payment Plan to be kept at 50%

1.2.3 Academic

Council approved the following within this category:

- Review of the stagnant vacant positions for the past two years
- Transfer of staff from the Department of Industrial Psychology to the Departments of Accounting and Auditing, Economics and Public Administration
- Creation of new positions in the Office of Deputy Vice-Chancellor: Teaching and Learning
- Renaming of Academic Development as Teaching and Learning Centre

1.2.4 Human Resources

- Council approved the creation of 25 positions for security personnel at Grade 13 and the filling of 7 vacant positions at the Protection Services Department.

Council also approved the co-sourced security services and the proposed organogram with only 35 permanent in-house security employees. The consultation process with the relevant structures within the University in dealing with excess employees and those that do not meet the requirements of the security sector in terms of age would be started in the middle of February 2015 as well as the procurement process for the outsourced aspect of the security services.

- Council approved the appointment of the Deputy Vice-Chancellor: Teaching and Learning.
- Council approved the appointment of the Executive Director: Human Resources.
- Council approved the recommendation that the Human Resources Committee of Council be mandated to review all policies related to human resources.
- Council accepted the resignation of the Vice-Chancellor with immediate effect as stated in her resignation letter and appointed the DVC: Teaching and Learning as Acting Vice-Chancellor. Council took a decision to advertise the position of Vice-Chancellor and established a Selection Panel in terms of clause 2.2.1 of the *Policy and Procedure on the Appointment of the Vice-Chancellor*, to expedite the recruitment process.

It was established that the Vice-Chancellor did not satisfactorily achieve her Key Performance Areas and that there were still some outstanding issues on the 2010 HEQC Audit recommendations that had not been finalised. Also matters pertaining to reputational risk had not been fully addressed.

Council resolved that the closeout process would be overseen by the Chairperson of Council and that due to the seriousness of allegations levelled against the Vice-Chancellor, an investigation that had been

started would continue. It was emphasised that if there were monies owed to the University, such monies should be recouped.

- The University terminated the employment contract of the Executive Director: Finance after following due disciplinary processes and on allegations of his failure to declare conflict of interest during a procurement process.

1.2.5 Finance

Council approved the following within this category:

- The Annual Financial Statements for the year ended 31 December 2013
- The revised 2014 budget
- Permission to use R51 million loan which was approved by DBSA in April 2012 to continue with the building of students' residences at the KwaDlangezwa Campus
- An amount of R55 000, 00 towards the development of the Convocation Roll
- The acting allowance of R40 000, 00 per month for the acting Vice-Chancellor

1.2.6 Members of Council and standing committees of Council

- Dr TT Khanyile, Dr SZ Mbokazi and Mr TC Ngcobo were appointed to Council on the basis of their experience and expertise.
- Messrs BKL Mkhize and C Saunders were elected as independent with IT Architecture expertise to serve on the Audit and Risk Committee.
- Dr ME Khuzwayo, Senate's representative on Council, ceased to be a member of Council by virtue of her ceasing to be a member of Senate.
- Mr S Mkhize, former SRC President, was appointed as the SRC Administrator in the absence of a legally elected SRC to represent students at Council.
- Prof NM Mazibuko ceased to be a member of Council by virtue of her resignation as Vice-Chancellor.
- Prof X Mtose was appointed to Council by virtue of her appointment as acting Vice-Chancellor.
- The following members were nominated to serve as Deputy Chairpersons for the Council committees:
 - Mr TC Ngcobo – Planning and Infrastructure Committee
 - Ms N Gevers – (co-opted member) - Audit and Risk Committee
 - Prof BC Dumisa – Human Resources Committee
 - Mr D Kunji-Behari – Finance Committee

1.2.7 Public lectures

- In April 2014, UNIZULU honoured President Jacob Zuma as its former two-term Chancellor and a recipient of a Doctoral degree: Honoris Causa. President Zuma delivered a public lecture on this occasion.
- In August 2014, Judge Hazel Radebe, a High Court Judge in KwaZulu-Natal Division addressed the Law students and staff of the University of Zululand. This was part of the Women's Month initiative.

1.2.8 Honorary awards

No honorary awards were approved by Council in 2014.

1.2.9 Strategic matters

In 2013, the Office of the Registrar identified some errors/shortcomings in the new Statute of the University, which was only gazetted on 12 October 2012. One of the errors identified was the apparent failure of the Statute to comply with the requirement that external members of Council should constitute 60% whilst internal members constitute 40% of Council membership as prescribed by the Higher Education Act (Act no. 101 of 1997), as amended (HEA) and the very Statute of the University. The status quo is that internal members of Council (employees and students) constitute 42% of Council membership whilst external members constitute 58%. Council resolved that instead of amending the Statute piecemeal, all challenges in the Statute should be identified and a consolidated report be presented at its first meeting on 03 April 2014. It was noted that a submission to seek approval for the amendments would be made to the Minister after input from Council. The revision of the Statute continued throughout 2014 and consultations with all relevant institutional stakeholders were made and concluded. The revision will be finalised in 2015 after which the Minister's approval of the revised Statute would be sought.

1.3 OPERATIONAL INFORMATION

After a long and hard journey UNIZULU has finally acquired a substantial government grant to attend to its infrastructural backlog. This necessitated the crafting of the Infrastructural Renewal Project. Prominent amongst others is the bias in favour of improving student's infrastructure requirements. This translates into renovating and constructing residences, renewal of the aging infrastructure in general, the building of the Student Centre and Dining Halls including the System Renewal Project.

The Infrastructure Development and Renewal Plans are couched within the broader framework of UNIZULU's Institutional Priorities (2012-2013), which includes, amongst others, enhancing the standing of UNIZULLU, the rolling out of the Academic Renewal Project, Research and Innovation, improved governance, Quality Improvement and improved student experience at UNIZULU. This scenario also encapsulates the Systems Renewal Project that interfaces well with the entire Institutional Strategic Priorities. Planning and conceptualisation in this area continued in 2014. The actual implementation will commence in 2015 after the legal court battle with a construction company called LDM Consulting has been finalised.

The UNIZULU Law Review Report created enormous opportunities to rethink, replan and strategise on how to catapult the Law Programmes to reclaim their former glory. The Law Review Report was put together by reputable legal minds in South Africa, who by design, are UNIZULU alma mater. UNIZULU has “rich” alumni in the law fraternity. This report galvanized UNIZULU to seek to continue to achieve excellence in the law offerings. In this regard, Senate and Council as well as their relevant subcommittees debated the issue of the creation of a new, stand-alone Faculty of Law. These debates will continue to be refined in 2015 with the expectation that the new Faculty will be in place by 2016.

1.4 FINANCIAL HEALTH

See Section 9

1.5 COUNCIL SUBCOMMITTEES

1.5.1 *The Audit and Risk Committee of Council:* This committee assists the Council in fulfilling its overview responsibilities. It reviews the annual financial reporting process, the system of internal control and management of financial risks, the audit process, and UNIZULU's process for monitoring compliance with laws and regulations. The Committee, chaired by Cllr SB Xulu in 2014, held four meetings during the year. Among others, the Committee attended to the following: bringing its membership in line with its Charter; confirmation of KPMG as External Auditors; confirmation of SizweNtsalubaGobodo as Internal Auditors for one year; the high court case on the impasse with regard to the SRC elections; security models (in-house and co-sourced) required to reposition the Protective Services Division as a functional division; the forensic investigation by Internal Auditors on the issue of conflict of interest involving the Executive Director: Finance; approval of the fees for the audit of annual financial statements for the year ending 31 December 2014. The issue of the SRC election impasse remained unresolved at the end of the year, as did the issue of a court case involving LDM Consulting on tenders for infrastructure development. **At the end of 2014 Council had not yet decided on the establishment of the stand-alone Risk Committee and ICT governance Committee as required by new Regulations for Reporting by Public Higher Education Institutions.**

1.5.2 *The Finance Committee of Council:* This Committee ensures the financial health of the University and assesses and recommends the approval of financial policies and protocol; the consolidated operating budget including operational, staff and capital budgets, cash flow predictions, the asset/liability profile and multi-year budgetary predictions; the annual consolidated report to the DHET and other ring-fenced funds and loans; the performance of the University against approved budgets and targets and takes/advises on appropriate corrective actions; the annual increase in student fees; and deals with the University's investments. The Committee, chaired by Cllr EF Mbatha in 2014, held four meetings during the year. Specific issues dealt with by the Committee included the cash flow and Investment Register; student debt; Annual Financial Statements for the year ended 31 December 2013; revision of the 2014 Budget; new and part-time appointments for 2014; the 2015 draft Budget; the 2015 Student Fees increase; the disciplinary case involving the Executive Director: Finance on the issue of conflict of interest; and the court case involving LDM Consulting on infrastructure development.

- 1.5.3** *The Planning and Infrastructure Committee of Council:* This Committee develops and updates campus master plans for facilities and infrastructure, with implementation strategies, priorities and financing models for approval by the Council; advises the Council on the development, acquisition and integration of facilities and infrastructure; and develops and updates a comprehensive and sustainable institutional maintenance and replacement plan and strategy. The Committee, chaired by Cllr. G Sibiya in 2014, held five meetings during the year one of which was an extraordinary meeting to deal with the appointment of consortiums for four infrastructural development projects and a matter involving the Executive Director: Finance on conflict of interest. Amongst others, the Committee attended to the following: the KwaDlangezwa Campus Infrastructure Development Plan; the Richards Bay Campus Infrastructure Development Plan; the appointment of Profica as Project Manager for the University's infrastructure development project; the Integrated UNIZULU Master Plan; the appointment of AmbroAfrique as Design Architect; the court case involving LDM Consulting on infrastructure development; and the loan facility to the tune of R51million from DBSA for the construction of student residences.
- 1.5.4** *The Human Resources Committee of Council:* This Committee recommends to Council appropriate strategic directions and priorities in human resources governance, such as, for example, performance management, conditions of service, and employee relations. It also develops and recommends to Council policy and strategy with regard to the remuneration of staff and related matters. The Committee, which has delegated powers to approve new positions on the permanent staff establishment, was chaired by Cllr. PN Maphoshe in 2014 and held five meetings during the year, one of which was a special meeting and another an extraordinary meeting. The special meeting dealt with interim executive arrangement, approval of two Grade 7 positions in the Office of the Deputy Registrar: Secretariat and Policy Development, status of Independent Contractors, Senior Employee Relations Consultant, and HR Recruitment and Selection Specialist and Remuneration and benefits. The extraordinary meeting dealt with the disciplinary case involving the Executive Director: Finance on the issue of conflict of interest. Amongst others, the Committee attended to the following: review of policies approved by Council during the administration period; reports on job evaluation, HoD appointments; the Integrated Transformation Plan; appointments of the Deputy Vice-Chancellor: Teaching and Learning; the Dean of Students and the Executive Director: Human Resources; disciplinary cases involving staff; irregular appointments of staff; Human Resources Turnaround Plan; and the organogram of the Vice-Chancellor's Office.
- 1.5.5** *The Executive Committee of Council:* This Committee deals with urgent matters referred to it by Council and its committees. It assumes the authority of Council when Council is not in session and may perform the functions of Council. The Committee, chaired by the Chairperson of Council, Cllr CV Gamede in 2014, held six meeting during the year one of which was a special meeting to deal with the Vice-Chancellor's Succession Planning/Contract Renewal, Safety and Security at UNIZULU, the Infrastructure Development Project, and the disciplinary case involving the Executive Director: Finance on the issue of conflict of interest. Amongst others, the Committee attended to the following: revision of the UNIZULU Statute; visit of the President of the Republic of South Africa to UNIZULU, His Excellency J.G Zuma, the purpose of which was to honour him as a former two-term Chancellor of UNIZULU and

for him to deliver a public lecture; the Division of Safety and Security at UNIZULU; appointment of the DVC: Teaching and Learning; the Law Review Project which was about introducing a separate Faculty of Law; recommendation of the Selection Panel on the appointment of the Vice-Chancellor to Council; the development of a comprehensive Convocation Roll; Policy and Procedure on Management and Administration of Research Funds; the impasse with regard to the SRC elections; and the court case involving LDM Consulting on infrastructure development.

A summary of Council members' attendance of meetings of Council committees in 2014 is presented in tables 3 to 5 below

TABLE 3: Council members' attendance of the Audit and Risk Committee meetings					
Members	Meeting Dates				
	05/02/14	03/06/14	19/06/14	07/10/14	06/11/14
Mr SB Xulu	√	√	x	√	√
Prof X Mtose	?	?	?	?	√
Prof NM Mazibuko	√	√	x	√	?
Prof R Midgley	√	√	√	√	x
Ms N Gevers	√	√	√	√	√
Mr BKL Mkhize	?	√	√	x	x
Mr C Saunders	?	√	√	√	x
Dr. TT Khanyile	√	X	√	x	x
Prof DR Nzima	√	√	√	√	√
Ms NN Mbatha	√	√	√	√	√
Mr B Makhathini	x	X	x	√	x

√ = present

x = absent (with/without apology)

? = not a member of the Committee at that point

- The meeting held on 19/06/14 was the special meeting between Finance and Audit and Risk Committee of Council.

TABLE 4: Council members' attendance of Finance Committee meetings

Members	Meeting Dates			
	06/02/14	04/06/14	20/10/14	07/11/14
Cllr. EF Mbatha	√	√	√	√
Prof NM Mazibuko	?	√	X	√
Prof X Mtose	?	?	?	√
Mr MZakwe	x	√	X	√
Mr SJ Mvubu	√	√	√	√
Prof BC Dumisa	√	√	√	√
Mr DKunji-Behari	√	√	X	√

√ = present

x = absent (with/without apology)

? = not a member of the Committee at that point

TABLE 5: Council members' attendance of Planning and Infrastructure Committee meetings

Members	Meetings Dates					
	13/02/14	18/03/14	12/06/14	07/08/14	08/10/14	11/11/14
Mr G Sibiyi	√	√	√	√	x	√
Prof NMazibuko	√	√	√	√	?	?
Prof X Mtose	?	?	?	√	√	√
Mr SB Xulu	√	√	√	√	√	√
Mr EJB Dube	√	√	√	X	√	√
Dr MO Sutcliffe	√	X	x	X	x	x
Mr H Clarkson	√	√	√	X	√	√
Mr TC Ngcobo	√	√	√	√	x	√

√ = present

x = absent (with/without apology)

? = not a members of the Committee at that point

- The meetings held on 18/03/14 and 07/08/14 were special meetings. The meeting held on 07/08/14 included the consortia appointed for the UNIZULU infrastructure development project.

TABLE 6: Council members' attendance of Human Resources Committee meetings

Members	Meeting Dates				
	24/01/14	10/06/14	17/06/14	19/09/14	10/11/14
Ms PN Maphoshe	√	√	√	√	√
Prof NMMazibuko	√	√	√	√	?
Prof X Mtose	?	?	?	?	√
Mr D Kunji-Behari	√	x	√	X	√
Mr EJB Dube	√	√	√	X	x
Dr NR Ngcobo	√	√	x	√	√
Ms NN Mbatha	√	√	√	√	√
Cllr. EF Mbatha	x	x	x	X	√
Prof BC Dumisa	x	√	x	X	√

√ = present

x = absent (with/without apology)

? = not a member of the Committee at that point

- The meetings held on 17/06/14 and 19/09/14 were special meetings.

TABLE 7: Council members' attendance of Executive Committee meetings

Members	Meeting Dates					
	27/02/14	18/06/14	23/08/14	01/10/14	17/10/14	18/11/14
Mr CV Gamede	√	x	√	√	x	√
Judge BC Mocomie	x	√	√	x	√	x
Prof NM Mazibuko	√	√	√	√	√	?
Prof X Mtose	?	?	?	?	?	√
Ms PN Maphoshe	√	√	√	√	√	√
Mr B Makhathini	√	√	√	x	√	x
Prof TP Mhlongo	√	√	√	x	√	√
Cllr. EF Mbatha	x	x	x	√	√	√
Mr G Sibiyi	√	x	√	√	x	x
Mr SB Xulu	√	x	√	√	√	x
Dr ME Khuzwayo	√					

√ = present

x = absent (with/without apology)

? = not a member of the Committee at that point

1.6 CAMPUS DEVELOPMENT

1.6.1 Campus Master Plan

In 2010, UNIZULU appointed a professional Architect to conduct a thorough investigation into the various aspects of the University's built environment. The investigation culminated in the production of a comprehensive Campus Master Plan. The Master Plan will be used to determine future campus developments with respect to the short, medium and long term goals related to the University's built environment and provide the Executive Management with a holistic vision that will be in line with the academic development and future growth of UNIZULU.

However, in order to embark on the implementation of the Campus Master Plan it is essential that the University takes cognisance of the current status regarding:

- The structural condition of all facilities – condition of buildings
- The current availability of space – academic and administrative space

The Facilities Management Department has therefore conducted a survey of all infrastructures on the KwaDlangezwa Campus in order to ascertain what the current situation is concerning the following:

1.6.2 Condition of Buildings

A full inventory of all buildings on campus was taken and the current condition of the structures was investigated in order to ascertain what would be required to restore buildings to an acceptable level. The cost implications of the restoration of the affected buildings were also to be determined by the outcomes of such an investigation. This investigation was conducted in the following manner:

- A physical survey was performed by a qualified consulting company. A full team of professionals was placed on site in order to visit, inspect and evaluate all facilities, utilities, plant and equipment on the campus. The team consisted of engineers (electrical, mechanical, and civil/structural) as well as quantity

surveyors. On completion of the investigation a detailed report was submitted to the University Executive Management for submission to the DHET. The content of the report described all visual and structural latent defects that should be attended to in order to restore buildings to an acceptable condition. The report ultimately informed the University Executive Management that essential and urgent maintenance would be required to curb the continued rapid degradation that is currently affecting the structural integrity of the buildings, structures, plant and equipment.

- Calculations were also performed to determine the accuracy of the physical survey regarding the projected financial implications of the restoration of buildings. This method of calculation involved the use of a Life Cycle Costing program which is based on the planned maintenance of structures inclusive of all building components over a life cycle of 50 years. This method of practice has been established in the Built Environment as a means of creating awareness of the cost involved in the life expectancy of a building structure. The method of calculation uses a theoretical data base which includes the age of the building, its size, method of construction and the related cost estimate per square meter based on value of finishes and fittings. The attached calculations pertain to the infrastructure related to the Residential and the Academic / Administrative buildings.

1.6.3 Academic and Administrative Space

A full survey of all buildings on the campus was carried out in order to determine the available space with regard to teaching and learning, and inclusive of research and innovation, in accordance with the HEMIS space norms.

- In order to develop plans and proposals for the purpose of submission to the DHET to request funding for the further extension to the existing campus infrastructure, it is essential to gain insight into the current status of existing and planned student numbers as well as the correct space inventory that is physically available within the campus infrastructure. Once this investigation has been performed and the results prove that spatial data is in line with the HEMIS space norm calculation then the University will be in a position to produce evidence that the financial request submitted is in fact justified.
- An exercise has been thoroughly and accurately performed by using the specified formulae as obtained from the HEMIS Space Inventory Manual and the results have proven that the request submitted to the Executive Management is justified and actually emphasizes the predicament that the University is in. The University's inability to provide adequate teaching a learning space has become a matter of concern to the University Executive Management.

1.6.4 Infrastructure Development Projects

In October 2012 the Minister of Higher Education and Training approved UNIZULU's application for infrastructure funding totaling R415, 390 million for the years 2012/13, 2013/14 and 2014/15. UNIZULU had to commit a significant portion of the total funding of the infrastructure development project.

On 28 February 2013, UNIZULU accordingly submitted details of its plans for the implementation of the approved infrastructure and efficiency projects, including

references to the expected start and completion dates of each project, and expected cashflow requirements.

UNIZULU also submitted the University's Implementation Plan that contained the following information:

- Detailed narratives on each project
- Drawings of each project
- Total cost of each project
- Expected start and completion dates
- Schedules containing:
 - funding category
 - sub projects under each funding category
 - funding sources(DHET and University contributions)
 - total cost for each project

TABLE 8: Infrastructure Projects 2012/13 to 2014/15				
	Preliminary DHET Allocation	University Contributi on	Priority projects total cost	Conditions/comments
	R'000	R'000	R'000	
Disability: FC1	5 420	200	5 620	Allocation to be used for conversion and equipment for a new disability unit to provide for easy access for staff and students.
Life and Physical Sciences: FC5	0		0	Refer to FC10.
Well Founded Labs: FC7A	7 130	792	7 922	Allocation to be used for a clinical simulation laboratory and refurbishment of a building to house the simulator, and for Agrifarm stores, Milk Parlour, Poultry and Banana Orchard.
Student Housing in HDI's: FC7A	119 300	1 600	135 300	Allocation to be used for the following projects: 1. New student centre at an estimated cost of R55 million; 2. New student residence of R90 million; and 3. Refurbishments of old residences for R13,405 million.
Africa Languages, Humanities and Social Sciences: FC9	70 328	10 120	80 448	Allocation to be used for new multi-purpose centre providing media centre, language labs, seminar rooms and staff offices.
HDI Backlogs: FDC10	169 100	12 000	181 100	Allocation to be used for the following projects: 1. R26 million for perimeter fence with CCTV system and equipment, 2. R99,1 million for student administration block. 3. R10 million for refurbishment of

				computer laboratories, 4. R5 million for rehabilitation of internal roads, 5. R20 million for new agricultural building, and 6. R9 million for phase 1 and 2 provision of sports facilities.
Project Management: FC11	5 000	0	5 000	Allocation to be used to appoint the necessary expertise. DHET will be involved in the process. The expert(s) must after three years be absorbed into the University's structure to sustain the capacity within the university.
TOTAL	376 278	39 112	415 390	

The overall schedule of projects is presented hereunder.

TABLE 9: Schedule of projects			DHET Allocation	DHET Contribution	UNIZULU Contribution
FC1	Disability		R5 620 000	R 5 420 000	R 200 000
FC6	Well Founded Labs		R 7 922 000	R 7 130 000	R 792 000
FC7A	Student Housing		R 1 58 405 000	R 119 300 000	R 29 105 000
	in HDI's	New Student Centre Building	R 55 000 000	R 41 422 304	R 3 577 696
		New Residence	R 90 000 000	R 67 781 951	R 22 218 049
		Refurbishment of existing residences	R 13 405 000	R 10 095 745	R 3 309 255
FC9	Humanities	New building	R80 448 000	R70 328 000	R 10 120 000
FC10	HDI Backlogs		R181 100 000	R 169 100 001	R 11 999 999
		Perimeter fence	R 27 861 600	R 26 015 442	R 1 846 158
		Student Administration Building	R106 088 400	R99 058 799	R 7 029 601
		Computer Laboratories refurbishment	R10 716 000	R10 005 939	R 710 061
		Rehabilitation of internal Roads	R5 358 000	R5 002 970	R 355 030
		New Agriculture Building	R21 432 000	R 20 011 879	R 1 420 121
		Sports facilities	R 9 644 000	R9 004 972	R 639 028
FC11	Project Management	Project management	R 5 000 000	R 5 000 000	R -
			R 438 495 000	R376 278 001	R 52 216 999

As per the conditions set out in the Minister's letter of approval, the then Administrator, Prof C de Beer, approved the projects as allocated by the DHET on 11 December 2012, and confirmed that the University would be able to contribute the agreed amounts per project.

- **Implementation Plan**

The Implementation Plan provided the following information:

- A project schedule, showing the DHET allocation, as well as the financial contributions by both the DHET and the University
- Projected cash flow of all the projects
- A project plan of all the projects
- Drawings of all the relevant projects
- Site plans showing the location of all projects
- Cost estimates of all the projects
- HEMIS space calculations
- A narrative on each project, highlighting possible impediments or constraints

- **Institutional Model**

In order to ensure that the funds were used strictly in accordance with the allocation conditions and timeframes, the University established an Institutional Facilities and Infrastructure Committee, chaired by the Vice-Chancellor (or a person designated by the Vice-Chancellor) with the mandate to initiate and assess project proposals and design, the facilitation of decisions by the relevant institutional and statutory governance structures, the monitoring of progress with projects against timeframes, budgets, allocation conditions and quality and design criteria, and the preparation of reports and recommendations to the relevant Council committees.

- **Project Team**

The University appointed a suitably qualified project manager, with proven experience in delivering similar projects, to oversee the implementation of the projects mentioned in the Plan. The project manager would liaise closely with designated University staff and work within and according to the University's policies and procedures.

- **Best Practice**

The University committed to using best practices while being cost effective in the planning and design of environmentally friendly, energy efficient and ecologically sustainable buildings.

- **Financial implications**

All the projects applied for have gone through the normal University institutional approval processes. The projects and their financial implications were approved in principle by the University's Executive Committee and the former Administrator.

- **Alignment**

The proposed non–infrastructural projects all align with the Strategic Plan of the Institution, and further the DHET's strategic objective of meeting scarce skills

targets by increasing enrolment and graduates in science, engineering and technology offerings.

The infrastructural projects are all aligned with the campus Master Plan.

- **Delays in Rolling Out the Infrastructure and Efficiency Projects**

The DHET funded Infrastructure and Efficiency Project took an inordinately long time to commence. Whilst the pressure to address the infrastructure backlog was immense, certain realities impeded the timely rollout of the project. When the funding was granted by the DHET, UNIZULU did not have the intended capacity to execute efficient and effective project management duties for an operation of that magnitude. It took some time before UNIZULU could secure the professional services of a Project Manager. An interim Executive Director Facilities Management was appointed. Due to the amount of attention required for the entire UNIZULU plant the Executive Director had to divide his time and energy between the infrastructure project and the urgent mainframe of the general ongoing plant. The infrastructure development project has moved slower than anticipated.

At the point of rolling the infrastructure project, another misfortune occurred. One of the companies that bid for the project, but was not selected, successfully interdicted the implementation of the project. The company in question argued that it was unfairly disqualified during the initial Bid Evaluation Process. The interdict was granted and all Infrastructure Development Project related activities were brought to a halt. The case is expected to be heard in court sometime in October 2015. This further delayed and frustrated the roll-out of the infrastructure development project.

1.7 FACILITIES AND MAJOR CAPITAL WORKS

The Facilities Management Department plays a leadership role in developing and implementing a financially responsible capital improvement program and a facilities management service for the University. All issues are handled efficiently with utmost integrity and fairness, creating trust among those with whom the department interacts. A proactive approach is taken to build successful partnerships with other local and national government departments, communities, private and non-profit groups to acquire resources and maximize results on behalf of the University. In essence the Facilities Management Department strives to provide the means by which customer's service and facility needs are satisfied in the most cost effective way subject to resource constraints and to meet the national education, commercial and industrial interests.

The Department manages the operation and maintenance of all facilities and plant at UNIZULU. The University owns and maintains 330 buildings, totalling approximately 180,000 square meters of floor space which is located on 156 hectares of land. The Department also undertakes a variety of capital improvement projects that include all aspects from conceptual planning, contract documentation, specifications, design details, project management, and quality control through to final commissioning, operation and decommissioning.

The operational and service contracts range in value from R 10 000 up to R 4 500 000 per annum. Minor Works projects range in value from R 30 000 to R 4 000 000.

Capital Works projects range in value up to R 500 000 000. The duration of projects varies from one month to two years, depending on size, complexity and logistical requirements. The department also conducts daily emergency work resulting from calls to the department's help desk.

1.7.1 Facilities

UNIZULU has embarked on a number of projects inclusive of general building maintenance, minor works and capital works during the period under review. A variety of service providers, including private enterprise and local co-operatives who are permanently sub contracted to the University, have been utilised in this regard

The tables below provide a summary of projects related to the campus facilities:

TABLE 10: General Reserve Projects		
No	Description	%
1	Nursing Science Simulation Clinical Laboratory	100
2	Access Control at Student Residences	100
3	Urgent General Maintenance in Residences	100
4	Provision of Office Space for Staff – Conversion of 3 houses	100
5	Upgrading of Ablution Facilities - Day Students	100
6	Computer Laboratories and Learning Spaces in Residences	15
7	Creative Arts - Building Refurbishment & Access Control	100
8	Existing Student Centre - Kitchen & Dining Hall	100
9	Refurbishment of Student Reception (Registration Building Renovation)	10
10	Master Plan – Ambrose Afrique	100
11	Infrastructure Planning for DHET Funding 2012 to 2015	100
12	Faculty of Science: New Laboratory Furniture & Fittings	30
13	Faculty of Science: New Fume Cupboards	10

TABLE 11: General Reserve Projects		
No	Description	%
1	ICT Library and Admin Computer Rooms	100
2	Vice Chancellor - Staff House Entertainment Area	100
3	Projects for DVC: Research & Innovation	100
4	Richards Bay Campus: R700m - DHET Funding Application Submitted	100
5	Renovate DH 2 and DH 9	100
6	Emergency Water Supply for Campus	100
7	Switch gear at Main 88kV Sub Station	100
8	New Standby Plant for Science and Library	100
9	New LV Switch Gear for Science Building	100
10	New RMU Switch Gear for Science Building	100
11	Campus Main Gate Area	100
12	Road Infrastructure Refurbishment by University Maintenance	100
13	Education Building - Ext Refurbishment	100

14	Zoology Building - Ext Refurbishment	100
15	External Road Works by Department of Transport and Two Traffic Circles	100
16	Campus Venues for Major Events	100
17	Renovation to 2 x Warden House Units for New Occupants	100
18	Administration Building - Replacement of Passenger Lift	10
19	King Bhekuzulu Hall – Air-conditioning System	25

1.8 EVENTS

The following events took place in 2014:

- University Official Opening**
 The official opening ceremony for UNIZULU, at which the Vice-Chancellor presented the state-of-the-university address, was held on Thursday, 13 February 2014. The event was well-attended by the University community.
- UNIZULU Induction for New Employees**
 Induction for new employees of UNIZULU was held at the University Library conference centre. The Communications and Marketing Department (CMD) worked closely with the Human Resources: Training and Development section in the planning and execution of the event including the layout and printing of the programme, branding of venue, etc. More than 20 staff members were inducted by the Human Resources Division. The induction included an exhibition of support departments at the Library Conference Room.
- The UNIZULU Brand Experience**
 The event was hosted by CMD as the custodians of the UNIZULU Brand. The event was well attended by various categories of staff, media and Executive Management of UNIZULU.
- South African National Defence Force (SANDF) University Reserve Training Programme**
 The CMD in conjunction with the Student Services Department assisted in the South African National Defence Force (SANDF) recruitment drive which is called University Reserve Training Programme. Presentations were held on both the KwaDlangezwa and Richards Bay campuses. Students' attendance at this event was excellent.
- Public Lecture in Honour of President Jacob Zuma**
 The Public Lecture in honour of President Jacob Zuma as a former two-term Chancellor and a recipient of a Doctoral degree: *Honoris Causa* at UNIZULU was held on the 08 April 2014 (see 1.2.7 above). The event was well attended by various stakeholders (both internal and external). The Public Lecture was followed by a Gala Dinner which was held at the Richards Bay Campus. Both events were a success.
- Graduation Ceremonies 2014**
 Graduation Ceremonies were held over a period of 5 days from 12 to 16 May 2014. The CMD had all the plans and systems in place in terms of the events management plan which included invitations, catering for the VIPs, sound and vision, deco etc. Overall, judging by the feedback we received, the event was a

great success. More than 4000 students across the four UNIZULU faculties graduated with undergraduate and postgraduate qualifications.

- **PRISA Conference**

Three staff members from CMD attended and participated in the Public Relations Institute of Southern Africa conference on 9 - 10 June 2014. This is an organisation of marketing, communications and public relations professionals where they share expertise on latest trends in this field. It also provides training and awards credit points to professionals who complete their scheduled training.

- **HESA COMMON CAMPAIGN – Celebrating 20 years of democracy**

The project was about raising collective consciousness about democracy and how citizens should be instruments of the process of recognizing and celebrating the gains of democracy.

The objectives of the projects were to:

- Heighten community awareness of the imperatives of democracy
- Inculcate a sense of responsible citizenry
- Broaden public space for political dialogue
- Empower community with political knowledge

A number of activities were held to celebrate this milestone:

- 14 July, Seminar on 20 Years of Democracy (Richards Bay Campus)
- 16 July, Public Lecture on Transformation by Professor Gordon Zide from Vaal University of Technology
- 17 July, Round Table Discussion with panel of experts that included Prof Siphso Seepe, Ms Nompumelelo Runji and Mr Stanley Rwandakagali

- **Community Outreach on International Mandela Day**

UNIZULU staff and students went on a community outreach project to provide career advice programmes offered, branded warm clothing and material was handed to the orphans at Izulu Orphanage Projects in Mevamlhlophe in celebration of the International Mandela Day.

- **Public Lecture by Judge Hazel Hadebe**

Judge Hazel Radebe is a High Court Judge in KwaZulu-Natal Division. The Judge addressed the Law students and staff of the UNIZULU. This was part of the Women's Month initiative (see section 1.2.7 above).

- **Hosting ESKOM Expo for Young Scientists**

UNIZULU, in partnership with KZN Education, hosted ESKOM Expo for Young Scientist in which about 400 school learners and aspirant scientists participated. Learners came from different schools in northern KZN. UNIZULU was a sponsor in this educative event for learners.

- **Celebrating Women's Month**

Women's Day 2014 was celebrated under the theme "The role and contribution of Women in the 20 years of Democracy. The event took place at UNIZULU's King Bhhekuzulu Hall where more than 300 female staff participated in the discussions led by guest panel speakers from different industries.

- **Top Achievers Awards**

Student who achieved highest marks for their final year of study in 2013 were awarded top achievers certificates and laptops. A small event, though highly motivating in character, was held to celebrate their achievement.

- **Long Service Awards**
Long Services awards are a way of thanking employees and recognising their contribution over a period of years. The Long Service Awards were held on 03 September 2014
- **September: Zululand Trade Fair**
The CMD and Research and Innovation Office coordinated the participation of the UNIZULU at the annual Zululand Trade Fair in Richards Bay. Sixteen departments from within the University took part by having exhibition of their research work.
- **Government Bursary Holders and Student Financial Literacy Workshop**
Concerns by some members of the KwaZulu-Natal Financial Literacy Association (KZNFLA) about students' spending habits (the high number of students, who have been blacklisted, even before they start earning an income) has resulted in a programme that is aimed at students at tertiary institutions.
With Provincial Treasury (the Office of the MEC) sponsoring some of the costs, a decision was taken to start with some financial education workshops for government bursary holders, one of which was held on 07 October 2014. Not only would financial education help the students but it could also decrease the number of government employees, who receive emoluments attached Orders (commonly known as garnishee orders) in KwaZulu-Natal.
- **Crisis Communication workshop**
The CMD, in partnership with the Human Resources: Training and Development Section organized a Crisis Communication Workshop which sought to equip and empower staff with techniques to deal with communication during crisis situations. The Public Relations Institute of Southern Africa (PRISA) selected an expert who facilitated this important session on 8 October 2014. Staff members from the following different departments participated in this workshop: Protective Services, Clinic, Communications & Marketing, Registrar's Office, Department of Communication Science and Information and Communication Technology.
- **Launch of UNIZULU Foundation Premises and Seminar on Resource Mobilisation**
UNIZULU officially opened the new premises of the UNIZULU Foundation on 23 October 2014 and a seminar was held to educate the University Community on resource mobilisation. A Resource Mobilisation Guide was also launched.
- **Research Awards**
An event to award researchers for their outstanding scholarly work was held at the Richards Bay Campus on 28 October 2015. The event was attended by UNIZULU management as well as partners from the various industries.
- **Launch of SAAPAM UNIZULU Chapter**
The CMD in partnership with the Department of Public Administration organised and hosted the launch of UNIZULU Chapter of the South African Association of Public Administration Management on 19 November 2014. The President of SAAPAM and two other guests visited UNIZULU to officially launch this chapter.
- **International conference on Sustainable Development**
The CMD assisted Politics and International Studies to host an international conference on Sustainable Development. The conference, which took place from

02 to 03 December 2014, was attended by about 150 delegates from across the globe.

1.9 STUDENT SERVICES

1.9.1 Student Residences

UNIZULU provides accommodation to its undergraduate and postgraduate students. Certain criteria, which are outlined in the Residence Placement Policy, were used to select students to residences in 2014. The Infrastructure Efficiency and Development grant will be partially used to develop student residences after the court case with LDM Consulting has been settled, as reported in section 1.3. The construction of other residences funded from a loan obtained from the Development Bank of Southern Africa will commence in 2015.

Both the on-campus and externally owned residences which are off-campus were utilised to capacity in 2014. On campus residences are all on the KwaDlangezwa Campus. These residences accommodated 3 908 students in 2014. There are five off-campus residences which accommodated 854 students in 2014. They are all located within a radius of 25km from the KwaDlangezwa Campus. The Kingston Park residence houses students at the Richards Bay Campus and is only 1km away from that Campus.

1.9.2 Student Governance

Section 35 of the Higher Education Act, Act 107 of 1997 states that “The establishment and composition, manner of election, term of office, functions and privileges of the students’ representative council of a public higher education institution must be determined by the institutional statute and the institutional rules.” UNIZULU effectively complies with this provision in terms of section 64 of the UNIZULU Statute and the SRC Constitution (R59/12), approved by Council on 04 September 2012.

For details on the 2014 SRC elections, please refer to section 4.5.2, the Vice-Chancellor’s Report.

1.9.3 Student Development

In 2014, the Guidance and Counselling Section trained quite a number of Peer Counsellors and Peer Educators who assisted in orientating First Time Entering Students (FTENs) during registrations. They also played a pivotal role in the general orientation of students and provided on-going assistance on various matters affecting students throughout the year. FTENs were trained on life skills referred to as the ‘Survival kit’ which included:

- Adjustment to the university environment
- Attending classes, tutorials and practicals
- Time management
- Study skills
- Exam preparation
- Peer pressure

- Financial management
- Leadership development
- Job hunting skills

1.9.4 Wellness

The Guidance and Counselling Section developed glossy brochures which were distributed to all students, although first year students were the main target. They were invited to informal gatherings on a number of occasions to discuss the psychosocial challenges they are faced with. In 2014, the following were discussed:

- Domestic violence
- Sexual harassment
- Substance abuse
- Rape
- Depression
- Grieving
- Bereavement
- Suicide, and
- Stress management

1.9.5 Sports & Recreation

Our students excelled in a number of sporting codes in the various competitions in which they were involved. The table below illustrates how they fared in 2014:

TABLE 12: Students' performance in various sporting codes	
SPORTING CODE	POSTION OBTAINED
Body building	1 (National Championships)
Boxing	1 (National Championships)
Men's Hockey	1 Section C promoted to Section B)
Men's Soccer	2 (National Championships)
Aerobics	1
Cricket	4
Netball	2

Other notable achievements are that

- our football player was among the 16 students who represented South Africa in the 17th edition of the Confederation of Universities and Colleges Sports Association (CUCSA) games held in 2014.
- Warren van der Merwe, a Hockey player, represented UNIZULU in the Hockey District and Provincial games that took place in Durban.



MR CV GAMEDE
CHAIRPERSON: UNIZULU COUNCIL
29 June 2015

2. COUNCIL'S STATEMENT ON GOVERNANCE (King III Code of Governance Principles)

2.1 COUNCIL AND COMMITTEES OF COUNCIL

2.1.1 Statutory Responsibilities

In terms of the Statute of UNIZULU the Council governs the University subject to the provisions of the Higher Education Act 101 of 1997, as amended. The Council is responsible for policy-making, monitoring the performance of the institution and its management. The Council also has to provide guidelines with regard to a number of matters such as admission of students, the language policy, staff matters, disciplinary matters with regards to students and staff and measures to ensure an academic atmosphere.

It is known that the Minister of Higher Education and Training appointed the Administrator to the University with effect from 18 April 2011 (see Government Gazette no 343 of 15 April 2011). The Administrator's term of office expired on 08 October 2013, the date on which the new Council was inaugurated. The year 2014 was the first full year of the new Council in office.

The Higher Education Act (see Section 29(1)) stipulates as follows:

"The Council (and the Senate) of a public higher education institution may each establish committees to perform any of their functions and may appoint persons, who are not members of the council (or the senate) as the case may be, as members of such committees".

The undermentioned committees, with the governance functions as described in 1.6, have been approved by Council to execute the above responsibilities.

2.1.2 Standing Committees of Council

- Audit and Risk Committee
- Finance Committee
- Planning and Infrastructure Committee
- Human Resources Committee
- Executive Committee (COUNEX)

2.1.3 Standing Committee of Senate

The following standing committees of Senate have been approved by Senate in the execution of its authority:

- Executive Committee of Senate (SENEX)
- Teaching and Learning Committee
- Academic Appointments and Promotions Committee
- Research Committee
- Engagement Committee
- Faculty Boards

The Higher Education Act (see Section 29(3)) stipulates as follows:

"The council and the senate of a public higher education institution may jointly nominate committees, to be known as joint committees, to perform functions that are common to the council and the senate".

The Honorary Degrees Committee is a joint committee of Council and Senate at UNIZULU.

2.1.4 Other Committee

Other statutory bodies, constituted in accordance with the Act, are defined in the UNIZULU Statute, namely:

- Institutional Forum
- Students' Representative Council

2.2 MANCO

In accordance with its statutory obligation to govern the institution, including the management structures necessary to implement governance policy, Council recognises the UNIZULU Management Committee (MANCO), as established by the Vice-Chancellor. MANCO is a consultative and advisory committee assisting the Vice-Chancellor in the planning and execution of the management and administration of the University in accordance with the UNIZULU Statute.

MANCO met on a monthly basis in 2014 and in addition held several special meetings arising from urgent issues requiring attention.

2.3 CONFLICT MANAGEMENT

The Student's Representative Council elections took place on 08 September 2014. Due to a dispute that arose on the outcome of the elections, the University was interdicted from inaugurating an SRC, based on the outcome of the High Court application instituted by some 31 applicants against the University. (See also section 4.5.2 of the Principal's Report) The Council subsequently appointed the former President of the SRC (2013/2014) as the SRC Administrator, in accordance with the UNIZULU Statute and the SRC Constitution, whilst the matter was being dealt with in Court. This created some serious conflict in student governance and it remained unresolved by the end of 2014.

Issues of conflict management in student governance were dealt with in regular meetings held with the student leadership. Issues that may lead to conflict with the student leadership are catered for in the SRC Constitution and the SRC Code of Conduct, as well as constitutions of the various committees in which students are involved. Student leaders are members of the institutional committee structures where they can voice their concerns.

In residences, conflict was resolved through the residence structures such as the Wardens, Assistant Wardens and House Committees.

With regard to staff, minor incidents of conflict on campus were resolved by means of intervention by managers and/or Labour Relations Unit. As always, every attempt was made to resolve conflict at the lowest possible level, including interaction/co-operation with representatives of the sole union, NEHAWU, to assist in grievance resolution. UNIZULU has in place an approved grievance procedure that is used to deal with most incidents of conflict.

2.4 STAFF AND STUDENT PARTICIPATION – CO-OPERATIVE GOVERNANCE

The University places a great deal of emphasis on fostering and maintaining a high standard of co-operative governance and good governance in general as espoused in King III.

Management, employees and organised labour constantly voice and amplify their commitment towards the need for scrupulous systems and processes at UNIZULU through various avenues. Employee representatives are extensively involved in committees, right up to the level of Council. In addition, they have observer status or are co-opted on some operational committees, depending on the nature of the role and the matters of focus.

Student leadership is involved in the major governance and management structures of UNIZULU, such as Senate and Council. There are standing quarterly meetings between MANCO and the SRC. Their inputs are taken seriously and constructive student comments are incorporated when effecting changes.

2.5 CODE OF ETHICS

Compliance with the UNIZULU Code of Ethics was constantly monitored and observed, and any perceived deviations were dealt with effectively and efficiently in terms of the relevant UNIZULU rules, policies and procedures.



MR CV GAMEDE
CHAIRPERSON: UNIZULU COUNCIL
29 June 2015

3. COUNCIL'S REPORT ON TRANSFORMATION

3.1 INTRODUCTION

The Minister of Higher Education, the Honourable, Dr Blade Nzimande MP, has called on Higher Education Institutions (HEIs) to develop and implement transformation initiatives in line with Education White Paper 3 as well as recommendations emanating from the report on the Ministerial Committee on Transformation and Social Cohesion and the Elimination of Discrimination in Public Higher Education Institutions. This follows on the initiatives by previous Ministers of Education to not only ensure the transformation of HEIs, but also to encourage HEIs to play a very pivotal role in the national transformation agenda, with particular reference to social transformation.

Within a South African context, social transformation is about changing the conditions of all citizens from a position of segregated influence to that of human solidarity where all strive for a better life for all. Thus, social transformation is about our conscious and deliberate efforts to move from an undesirable state of living to that where we are (all) content with our living conditions.

The South African government has, notwithstanding counter efforts by traditionalists opposed to change, moved swiftly to bring about social construction of the South African society. HEIs, in particular, are strongly encouraged to assist in bringing about this new essential social order. Fundamental requirements are for HEIs to be relevant and responsive in their efforts to provide quality education, thus developing holistic students and supporting the communities within which they operate. This sector should thus focus on its moral and ethical obligation with regards to their public accountability and be answerable for their actions and decisions on both the internal (governance) and external (societal) fronts.

Established as a homeland University in 1960, UNIZULU, with its rich struggle history and tradition, has produced citizens who continue to participate in shaping our country to achieve the social order referred to above. Notwithstanding legal requirements, constitutional requirements, as well as an ethical obligation, it befits this University to make a meaningful contribution to dispatch the legacy left by South Africa's ill-fated past.

The Integrated Transformation Plan (ITP), which was prepared based on inputs from all relevant stakeholders, should provide the platform from which UNIZULU can perform and fulfil its requirements in terms of the South African agenda.

3.2 WHY TRANSFORMATION?

It is of critical importance that our staff members are fully aware of the reasons for transformation at a national level as well as at an institutional level. Amongst the fundamental transformation requirements are for HEIs to be relevant and responsive in their efforts to provide quality education thus developing holistic students and supporting the communities within which they operate. This institution should thus focus on its moral and ethical obligation with regards to its public accountability and be answerable for its actions and decisions on both the internal (governance) and external (societal) fronts. This is in line with Education White Paper 3 which states that *"Higher education has an unmatched obligation, which has not been adequately fulfilled, to help lay the foundations of a critical civil society, with a culture of public debate and tolerance which accommodates differences and competing interests. It has much more to do, both within its own institutions and in its influence on the broader community, to*

strengthen the democratic ethos, the sense of common citizenship and commitment to a common good." (Department of Education, 1997).

3.3 THE INTEGRATED TRANSFORMATION PLAN

UNIZULU commissioned the development of an ITP in response to external compliance requirements as well as to, more importantly, the need for internal review to ensure that it is relevant to its existence as a leading comprehensive university providing quality education. Its motto "*Restructured for Relevance*" aptly displays the University's desire to ensure change is effected and that such change is relevant.

The University appointed an independent consultant to drive and co-ordinate the process of generating the UNIZULU ITP. The process of generating the said ITP included the following:

Presenting a high-level process plan to the Executive Management Team

Consultation with the following stakeholders:

- Executive Committee
 - Management Committee (MANCO)
 - Senate
 - Institutional Forum
 - Executive members
 - Deans
 - Directors
 - Faculty Management Teams
 - Student Representative Council (SRC)
 - National Employees' Health and Allied Workers' Union (NEHAWU) as recognized Union
 - Mkhwanazi Traditional Council (MTC)
- Open sessions with all staff at the Richards Bay Campus
 - Open sessions with all staff at the KwaDlangezwa Campus
 - Feedback session to MANCO
 - Presentation of the draft ITP to the Human Resources Committee of Council (HRCC)

The above-mentioned consultative process was participatory in that actual engagement and discussions ensued, which provided for an opportunity to develop an understanding and appreciation for the work climate at UNIZULU. Thus, this approach enabled an analysis of the change requirements needed at the University. In total, 33 sessions were held to afford stakeholders, staff and students an opportunity to engage on change initiatives at UNIZULU. It should be mentioned that these sessions included engagements with a number of individuals. This integrated process should result in the establishment of powerful peer relationships, because it would not be seen as an imposed change, but rather as a participatory democracy at work.

The ITP was approved by Council on 27 June 2014 after an extensive consultative process. Together with this, Council approved that the designed Results Framework (RF) be utilised as a tool to ensure implementation of the ITP.

It has been acknowledged that implementation of the ITP will only be successful if a decent monitoring, evaluation and reporting system is in place which should entail:

- High levels of accountability and responsibility
- Clarification of roles
- Performance measurement
- Delegation of functions

The RF will assist the executive team to monitor the implementation of the ITP objectives and provide guidance for reporting purposes. It will further serve to allocate responsibilities to all involved in a particular ITP project. In this way, it can feed into a performance management process at a strategic level as well as at operational and individual level. Each objective has been assigned to an individual for championing and that individual must ensure that the RF is packaged for his or her project, monitored and reported on to the relevant authority.

3.3.1 ITP Themes and Champions

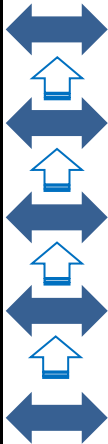
Council further approved the transformation themes to be accepted as the objectives of the ITP and that these objectives are applied in concert to address the goal of enhancing the standing of UNIZULU. The champions allocated to each of the objectives or results will take responsibility of ensuring that the activities within each objective are allocated to their responsible staff members. The monitoring of the implementation initiatives, which will be captured in the RF, will be done by a committee responsible for monitoring and evaluating all transformation related initiatives, which should include employment equity and staff development. The committee will comprise of relevant stakeholders from student and staff communities. Table 13 Presents ITP themes and champions

TABLE 13: ITP Themes and Champions	
Theme name	Champion
Theme 1: Infrastructure and Facilities	Executive Director: Infrastructure & Facilities
Theme 2: Student Centeredness	DVC: T & L and Dean of Students
Theme 3: Excellence	DVC: T & L and Executive Director: HR
Theme 4: Social Cohesion	Vice-Chancellor
Theme5: UNIZULU Culture	Vice-Chancellor
Theme 6: Knowledge Production	DVC: T & L and DVC: R & I

A RF for each objective with results, indicators, targets, responsible staff member, frequency of reporting and evidence will take the format as indicated in table 14 below.

3.3.2 Results Framework

The RF in table 2 below was approved by Council on 27 June 2014. Each objective will have its own RF and each of those will, once populated, be consolidated into a results package for high-level reporting purposes.

TABLE 14: Results Framework				
Institutional level measurement		Goal	Improved Standing of UNIZULU	Budget
Division & Faculty level measurement		Objective 1:	What is the strategic objective in support of this goal?	What is the budget?
Team & Unit level measurement		Results	What are the medium-term outcomes?	
Individual & Team level measurement		Performance Indicators	What is the currency or unit of measurement to be used?	
Individual level measurement		Targets	What are the short-term activities and by when are we to meet them?	
		Responsibility & reporting to	Who takes responsibility for this outcome and to whom does s/he report?	
		Frequency	How often do we report?	
		Evidence	What evidence of progress is provided?	

3.3.3 Critical Transformation Policy Initiatives and Champions

The critical transformation policy initiatives below have been identified during engagements with staff. All stakeholders and staff with whom engagements took place expressed support for the urgent development of these initiatives, which were also approved by Council as part of the ITP.

The following critical transformation initiatives will be implemented as part of supporting the implementation of the UNIZULU ITP. Champions have been allocated for this purpose as follows:

TABLE 15: Transformation Policy Initiatives and Champions	
Theme name	Champion
Development of an Employment Equity (EE) Plan	Executive Director: HR
Development of an Attraction and Retention Strategy	Executive Director: HR
Staff Engagement at all levels	Executive Director: HR
Student leadership development	Dean of Students
Performance Measurement	Executive Director: HR
Student throughput	DVC: Teaching and Learning
Service Delivery Improvement Plan	Director in the Office of the VC

3.3.4 Progress Made in 2014

The contents of the RF is in the process of being finalised on an individual basis with each of the champions with a view to obtaining consensus on the population of the RF with particular reference to results, performance indicators and targets.

The following champions were available for consultation and provided input for the population of the RF:

- Vice-Chancellor
- DVC: Research and Innovation
- Executive Director: Infrastructure and Facilities
- Executive Director: Human Resources
- Dean of Students
- Director in the Office of the Vice-Chancellor

TABLE 16: Results, performance indicators and targets

Theme Champion	Consultation	Results and Performance Indicators finalised	Targets finalised
Vice-Chancellor	Yes	Yes	No
DVC: Research and Innovation	Yes	Yes	No
DVC: Teaching and Learning	No	No	No
Executive Director: Infrastructure and Facilities	Yes	No	No
Executive Director: Human Resources	Yes	No	No
Dean of Students	Yes	No	No
Director in the Office of the Vice-Chancellor	Yes	Yes	Yes (draft SLA template completed)

Each of the themes is being populated within the RF and should be concluded once all champions have provided inputs.

Regarding the critical transformation policy initiatives, a process plan was completed for the development of the **UNIZULU Employment Equity Plan** and a draft **Service Level Agreement** template has been developed to support a Service Delivery Improvement Plan.

The refinement of the ITP and its implementation will continue in 2015



MR CV GAMEDE
CHAIRPERSON: UNIZULU COUNCIL
29 June 2015

4. SENATE REPORT TO COUNCIL

During the period under review, the Senate continued to exercise its mandate of preserving the academic integrity of academic programmes in line with the provision of the Statute of UNIZULU.

Operations of the Senate focused largely on quality improvement, restructuring of academic programmes, cleaning of the academic structure and introduction of new career focused programmes to address the mission of a comprehensive university.

4.1 COMPOSITION OF THE SENATE

The Senate has been reconstituted according to the newly approved Statute of UNIZULU and in accordance with section 28 (2) of the Higher Education Act, Act 101 of 1997, as amended. Therefore, members of the Senate are:

- a) Vice-Chancellor (Chairperson)
- b) Chairperson of the Council or any other external member of the Council nominated by the Chairperson of Council
- c) One external member of the Council appointed by the Council
- d) The Deputy Vice-Chancellors
- e) Registrar
- f) Deans
- g) Professors, Deputy Deans and Head of Departments
- h) Dean of Students or a person holding an equivalent position
- i) Head of the Richards Bay Campus
- j) One academic employee from each faculty, with at least the status of an Associate Professor, elected by faculties in accordance with paragraph 31(2).
- k) Directors of centres, institutes or units with an academic function appointed by the Senate
- l) Directors, or persons holding equivalent positions, of departments and units with an academic support function appointed by the Senate including, but limited to:
 - (i) Library services
 - (ii) Research support
 - (iii) Academic support
 - (iv) Quality assurance
- m) Chairperson of the Institutional Forum
- n) Two students elected in accordance with the process described in paragraph 31 (3).

4.2 CHANGES IN ACADEMIC STRUCTURES

- In 2014, the faculties continued to focus on the refinement of the academic structure, a process which commenced in 2013.
- The Department of Business Management introduced two new modules in 2014:
 - Strategic Marketing: The intension was to eventually have a marketing and supply chain option for students as this is one of the most demanded career fields in Commerce and Industry.
 - Strategic Management: This module aims to provide skills to students with the ability to think strategically regarding the field of management.

- The two modules have been received well by students as evidenced by pass rates of over 70%.
- Articulation between the National Diploma in Co-operatives and the B.Com mainstream took place for the first time in 2014. Nine students were registered and all passed their second year and are now in their final year. This augers well for future articulations between other diplomas and mainstream degree programmes.
- During the academic structure refinement, it was established that the BCom (general) academic structure did not enhance the graduates' employability. The programme was structured in such a way that students could choose any modules without following their majors in their 2nd and 3rd year levels. The Faculty approved the changes to streamline the BCom (general) programme.
- It was also established that the BCom Foundation programme was offered as BCom Extended in 2012. The Faculty Board approved the change of name from BCom Foundation to BCom four year Extended programmes, in line with the DHET's Foundation Provisioning as enunciated in the ministerially approved programmes document of 15 May 2012. The four year Extended programme was streamlined to follow the BCom stream to allow appropriate articulation from BCom four year Extended to BCom or BCom Accounting programmes. The table below indicates new streams for the BCom (general) programmes.

TABLE 17: Approved BCom (CCDEG1) Streams	
Business Mgt Streams	Internal code
BCom (Business Management & Accounting)	CDEGMA
BCom (Business Management & Economics)	CDEGME
BCom (Business Management & Banking)	CDEGMB
BCom (Business Management & HRM)	CDEGHB
BCom (Business Management & Insurance)	CDEGIM
Accounting Streams	Internal code
BCom (Accounting & Economics)	CDEGAE
BCom (Accounting & HR)	CDEGAH
BCom (Accounting & Insurance)	CDEGAI
Economics Streams	Internal code
BCom (Economics & Banking)	CDEGEB
BCom (Economics & HR)	CDEGEH
BCom (Economics & Insurance)	CDEGEI
Banking Streams	Internal code
BCom (Banking & Accounting)	CDEGBA
BCom (Banking & HRM)	CDEGBH
BCom (Banking & Insurance)	CDEGBI
HRM Stream	Internal code
BCom (HRM & Insurance)	CDEGHI

TABLE 18: Approved BCom four year Extended Programme (FDEG1) Streams	
Business Mgt Streams	Internal code
BCom (Business Management & Accounting)	CDEXMA
BCom (Business Management & Economics)	CDEXME
BCom (Business Management & Banking)	CDEXMB
BCom (Business Management & HRM)	CDEXHB
BCom (Business Management & Insurance)	CDEXIM
Accounting Streams	Internal code
BCom (Accounting & Economics)	CDEXAE
BCom (Accounting & HR)	CDEXAH
BCom (Accounting & Insurance)	CDEXAI
Economics Streams	Internal code
BCom (Economics & Banking)	CDEXEB
BCom (Economics & HR)	CDEXEH
BCom (Economics & Insurance)	CDEXEI
Banking Streams	Internal code
BCom (Banking & Accounting)	CDEXBA
BCom (Banking & HRM)	CDEXBH
BCom (Banking & Insurance)	CDEXBI
HRM Stream	Internal code
BCom (HRM & Insurance)	CDEXHI

- There have been internal changes in the academic structure for the BAdmin programme as well. The BAdmin streamlining was done in conjunction with BCom general for the same purpose of enhancing graduates' employability. The table below indicates new streams for the BAdmin programme.

TABLE 19: Approved Public Administration Streams (BAdmin CGDEG1)	
Streams	Internal code
BAdmin (Public Administration & Human Resources)	CGDEHR
BAdmin (Public Administration & Political Science)	CGDEPS
BAdmin (Public Administration & Economics)	CDEGEC
BAdmin (Public Administration & Business Management)	CGDEBM

4.3 SIGNIFICANT DEVELOPMENTS AND ACHIEVEMENTS IN TEACHING AND LEARNING

4.3.1 Faculty of Arts

- In the Faculty of Arts there has been an attempt to emphasise and encourage the use of participative approaches in classes to enhance the development of various skills that are necessary in order for the students to pass the modules that are part of the programmes they enrolled for. An attempt has also been made to assist students, especially those that are vulnerable and struggling with certain academic activities, through the establishment of the Writing Centre and a Tutorial Programme. Several departments have well established and functioning tutorial programmes.

- The ability of lecturers to gradually move away from the traditional use of chalkboard to smart boards which have now been fitted in many classes. A number of academic staff members have attended training sessions which have enabled them to use these smart boards.
- The ability of the Faculty to standardize the format of Course Outlines and aligning these to the description of the programmes as presented in the Faculty handbook. This alignment eliminates discrepancies between what is in the Faculty handbook and what is taught in class.
- The establishment of a committee that deals with e-learning and an attempt to introduce the use of e-learning platforms for teaching and learning.
- All exit modules are now externally examined and moderated.

4.3.2 Faculty of Commerce, Administration and Law

- The tutoring system has been introduced at all levels in the Department of Accounting and Auditing. Students have to write objective tests which force them to work all the time and these tests contribute towards their final mark. The University of Cape Town continues to play a huge role in moderating and reviewing the Department's test and exam papers so that the standard of assessment is in line with what is expected by South African Instituted of Chartered Accountants (SAICA).
- The Department of Business Management utilizes the new technology in classrooms and has ensured that all staff has new laptops with the latest technology and that they have been trained in the use of the latest technology in lecture halls. The Department has always had a project based mode of assessment where students are asked to do a business plan and a Marketing Blueprint.
- A new method of teaching Research Methodology, which involves learning by doing, was introduced in the Honours degree in Business Management. Students are required to complete a publishable paper before they graduate. This has yielded excellent results with the confidence that many of those Honours research papers will be publishable in reputable journals.
- Students who are registered for career-focused programmes visit local industries regularly as part of the Work Integrated Learning (WIL).
- The Department of Law ran a successful tutorial programme under the auspices of the Academic Development Unit funded partly by The Attorney's Fidelity Fund to the tune of R40 000.
- The Faculty held two Teaching and learning workshops in 2014.

4.3.3 Faculty of Education

- The Faculty of Education delivers lectures through a combination of direct instruction (mainly through the use of PowerPoint presentations), group work, small group discussions, tutorials and laboratory work.
- The Resource Centre is housed in the Faculty under the supervision of the Faculty Dean. It is a facility that is established within the Faculty to provide student- teachers with equipment necessary for their professional training such as, for example, the school national curriculum policy guidelines, daily news- papers, data projectors, chalkboards and models.
- The WIL was successfully implemented for 3rd year students. Lecturers evaluated them during this period. Partnership with schools for placement of students for classroom observation was a success.
- There is an increasing number of staff members in the Faculty who use Moodle technology in the delivery of their lessons.
- The Reading programme for the Faculty has been put into place and commences in 2015. The Faculty's Teaching and Learning Committee is operational.

4.3.4 Faculty of Science and agriculture

- Mrs N.P. Ndimande and Mr A.T. Mthembu undertook a field trip with third year students to Mlalazi Nature Reserve on 16 April 2014. The field trip formed part of the practical component of the Urban Environment and Recreation Planning module.
- Mr S. Xulu undertook a field trip with honours students to Dolphin Coast Landfill Management Company at Stanger on 12 September 2014 to learn about the operation of landfill site. The field trip formed part of the practical component of the Urban Environment and Recreation Planning module.

4.4 SIGNIFICANT DEVELOPMENTS AND ACHIEVEMENTS IN RESEARCH

4.4.1 Organisational Structure

The appointment of Deputy Deans, Research and Internationalization for each Faculty marks a turning point for research administration within the University. The first incumbents are:

- Faculty of Arts: Professor DN Ocholla
- Faculty of Commerce, Administration and Law: Dr I Kaseeram
- Faculty of Education: Professor DR Nzima
- Faculty of Science and Agriculture: Professor NW Kunene

4.4.2 Research Ethics

An accreditation delegation from the National Health Research Ethics Council (NHREC) sent by the National Minister of Health, visited UNIZULU on 15 April 2014 and inspected our infrastructure and processes for the Institutional

Research Ethics Committee. Following the visit, the NHREC has fully accredited UNIZULU's Research Ethics Committee, enabling us to review all types of Research on health-related issues. Due to our full accreditation in November 2014 the National Minister of Health granted UNIZULU Research Ethics Committee delegation powers to be able to review research involving children which are non-therapeutic. UNIZULU Research Ethics Committee established a separate Animal Research Ethics Committee which is fully functional and operating at the Faculty of Science & Agriculture as a Sub-Committee of the institutional Committee. This committee oversees the good use of all animals for research purposes within UNIZULU.

4.4.3 Research Gala Dinner

UNIZULU hosted a successful Research Awards Gala Dinner on 28 October 2014 at which the University recognised and honoured researchers and those who contributed to research at UNIZULU. The following persons require specific mention:

TABLE 20: Research Awards Recipients	
Most productive emerging researchers	Dr D Iyer; Dr V Pullabhotla; Dr L Ndovu
Most productive researchers	Prof S Edwards; Prof D N Ocholla; Prof A M Zobolo
Creative Arts Award	Mr D Naicker
Role model department	Computer Studies
Research Department of the year: Gold	Political Science and Public Administration
Research Department of the year: Silver	Communication Science
Research Department of the year: Bronze	Biochemistry

4.4.4 Conferences

- The Department of Information Studies hosted its 14th Annual IS Conference from 3 to 5 September 2014 under the theme "Informetrics and Information Seeking Research in Africa". This annual event attracted over 100 participants (primarily students) from Botswana, Kenya, Nigeria, South Africa, Swaziland and the USA. Among the institutions/universities participating at the conference were University of Botswana, Gauteng Legislature, University of Ibadan, University of KwaZulu-Natal, Moi University, University of Nairobi, National Research Foundation (NRF, SA), University of Pretoria, University of South Africa, University of Wisconsin Milwaukee and University of Zululand.
- The Department of Politics and International Studies co-hosted the annual International Conference on Sustainable Development (ICSD) from 2-3 December 2014. This conference, hosted for the first time in Africa, is sponsored and managed every year by the Ontario International Development Agency (OIDA), a non-profit international organization based in Canada. It attracted scholars and critical thinkers from across the world.

4.4.5 Research Awareness Month

- The Research and Innovation Office and the Library jointly hosted a research awareness campaign during October 2014. The aim of this initiative was to promote and stimulate a research culture within the UNIZULU community. The events ranged from lectures on various topics,

postgraduate student debates, exhibitions, Research and Innovation Office open day and Library workshops on plagiarism, referencing and publishing one's research.

- Academics, postgraduate students and undergraduate students participated in the various events. Feedback received was positive and by all accounts, the campaign has succeeded in its objectives and we hope to build on this programme in 2015. An interesting spin-off is that this initiative also triggered an interest for internal collaboration among faculties and departments.

4.4.6 Stakeholder interaction

The following departments participated in the Richards Bay Trade Fair, held on 26 and 27 September 2014:

- Full exhibits: Biokinetics and Sport Science, Botany, Chemistry, Computer Science, Consumer Science, Hydrology, Psychology, Physics and Engineering, Agriculture, Zoology.
- Poster presentations: Accounting and Auditing, Business Management, Communication Science, Economics, Mathematical Sciences and Technology Education, Public Administration, Science Access.

The participation was successful in showcasing UNIZULU research to our community and exhibitors reported a number of follow-up interactions. This opened doors to funding possibilities.

4.4.7 Faculty of Arts

- Research is one of the key functions of a university without which a university cannot generate and disseminate knowledge effectively. The Faculty of Arts is one of the two leading research faculties at the UNIZULU in terms of research publications, throughput rate and graduation of masters and doctoral students and in terms of income generation for the University through research subsidy. Research in the Faculty is largely done in order to find solutions to challenges or problems affecting humanity, confirm or contest or refute theories or hypotheses, develop scientific and professional practices, and develop creative, analytical and rational thinking for informed decision making. On a more practical basis, research is done to fulfill learning and career needs; to satisfy curiosity; for egoistic reasons, such as recognition and visibility; for career related rewards, such as promotion for self-development or growth.
- The graduation rate for postgraduate students has generally improved from 2008 to 2014. The 2014 postgraduate graduation rate was lower for Masters and Doctoral students largely due to increased research quality control that requires adjustment by staff and students. There has also been an increase of NRF-rated researchers in the University who make significant contributions to the Faculty's research output. The Faculty produced 4 PhDs, 12 MScs and 60 Honours graduates in 2014. A total of 36.38 units research output across all departments were produced in the 2014.

4.4.8 Faculty of Commerce Administration and Law

- The employment of Prof S. Lubbe as Research Professor has brought to the Business Management Department a prolific researcher, as evidenced by his prolific publication record for 2014.
- Two lecturers in the Department of Economics attended workshops and two papers were accepted for publication. Three papers which were produced from Master's and Doctoral studies of three students were under review.
- In addition Staff members in this Department attended research workshops post-graduate supervision, doctoral research training and the supervisor's perspective.
- A three day workshop on Time Series Data Analyses funded by the Research Office, was hosted by the Faculty and was attended by 24 staff members from the Departments of Economics, Business Management and the Foundation programmes. The workshop was facilitated by Prof Ilse Botha from the University of Johannesburg. The workshop attendees benefited greatly and expressed the need to have more such workshops on related topics.
- A one day workshop on Qualitative Research Design and Data Analysis funded by the Research Office, was hosted by the Faculty and was attended by 30 staff members from all departments in the Faculty. The workshop was facilitated by Prof Brigitte Smit from the University of South Africa. The attendees found the workshop to be stimulating and expressed the need to have follow-up workshops on the use of specialised software to undertake data analysis.
- Mrs Matadi, Mrs Naidoo and Mrs Calvinio attended research writers' workshops run by the office of the DVC Research and Innovation and produced academic papers which are at various stages of completion.

4.4.9 Faculty of Science and Agriculture

- The Faculty's Ethics Committee operated effectively to ensure quality and ascertain that ethical issues were taken into consideration when conducting research studies.
- Training workshops on article writing, proposal writing and research methodology, supervision writing and SPSS were offered in 2014. These initiatives assisted staff members who were in the process of writing their research reports and supervising post graduate students.

4.5 SIGNIFICANT DEVELOPMENTS AND ACHIEVEMENTS IN COMMUNITY ENGAGEMENT

The UNIZULU Strategic Plan places community engagement at the centre with other core-responsibilities of the University. Goal 2 on Higher Quality Teaching and learning provides for an enhancement of academic learning and civic

responsibility through service learning. Goal 4 on Enrichment of Community Engagement highlights an emphasis on community engagement imperatives that have to be aligned with, and influence, teaching and learning.

4.5.1 Faculty of Arts

- The Department of Social Work utilises different forms of community engaged learning such as volunteerism with 1st year students, while 2nd & 3rd year students are engaged in service learning with schools (casework working with learners on their individual social problems and Life Skills which are preventative in nature). In 2014 the Department worked with communities around KwaDlangezwa, eSikhaleni & Port Dunford.
- Students in the 4th year of their studies integrate all the Social Work methods such as Advanced Casework Practice, Advance group work Practice & Advanced Community Work Practice. The students were involved in six months' work-based integrated learning; working in Social Work agencies, hospitals, schools, correctional centres, places of safety, different NGO's and Transnet, rendering Social Work services to different clientele.
- Ten level 4 Social Work students attended the Seminar on Service Learning facilitated by UNISA to learn best practices in this area of study.
- Department of Social Development invited the Department of Social Work to its career exhibition for grade 12 learners. The students enlightened Grade 12 learners on different career path in Social Work.
- The Department of Social Work, in collaboration with the Department of Criminal Justice, organised a march during the Child Protection Week on "Bring Back our Girls Campaign" to pledge solidarity with the Nigerian girls abducted by Boko Haram. This march was organised through the Life Skills Programme which deals with preventative services on issues of child abuse, child abduction, child neglect, human trafficking and other social ills affecting children.

4.5.2 Faculty of Commerce Administration and Law

- The Law Clinic provided indigent members of the community with free legal advice on criminal and civil matters, street law outreach programmes; free back up services for paralegals; and training of law students through consultations with clients at the clinic, mock trials and court visits.
- Most law academics are active in community engagements and the following highlights are worth reiterating in the context of 2014:
 - Dr D Iyer: columnist for the regional newspaper, the Zululand Observer; participated in the Legal Advice Days project;
 - Mrs L Calvino: columnist for Zululand Observer; participated in the Legal Advice Days project;
 - Mrs K Naidoo: participated in the Legal Advice Days project;
 - Dr L Ndlovu: advised the SADC Secretariat on WTO TRIPS flexibilities and access to medicines; the Department of Trade and

Industry on public health and patent law reform in South Africa: the Treatment Action Campaign; MSF and other NGOs on patent law and access to medicines;

- Mr D Mothilall: Trained the Zululand region candidate attorneys for admission exams; provided *pro bono* legal representation to indigent persons, and participated in free Legal Advice Days project.

4.5.3 Faculty of Education

- The Child Guidance Centre, which is accredited by Health Professionals Council of South Africa, provided internship training and rendered their services to the community.
- The Education Resources Centre provided local schools with books.

4.5.4 Faculty of Science and Agriculture

- Prof. GE Zharare of the Department of Agriculture was involved in establishing a nursery for indigenous trees and ornamental plants with a group of farmers in Manguzi.
- Dr FN Fon of the Department of Agriculture was involved in a project on demographic distribution of livestock and crop production systems at Gingindlovu; and a project on the Applied Centre for Climate and Earth System Science mini- Habitable Planet at Ongoye High School.
- Dr. HV Hammill of the Department of Biokinetics and Sports Science presented a talk on core muscles named “Into the Core” at a meeting of the Zululand Therapy Group. She was also Guest Speaker at the year-end prize giving ceremonies of the Afrikaans High School as well as the Veldenvlei Primary School in Richards Bay. She was involved in a project called “Biggest Loser” at the Afrikaans High School Project for Grade 12 girls.
- Honours students in the Department of Biokinetics and Sport Science were used to test the Grade 8-12 learners at the Grantleigh school children for health screening. They were also used as officials and medical assistants at the Thomas More Long Walk.
- Miss K Frames did cardiometabolic disease risk assessment and lifestyle modification in KwaDlangezwa, Richards Bay and Kwambonambi.
- Mr SA Nxumalo of the Department of Biokinetics and Sports Science was a guest speaker at the recruitment workshop for the Soccer Supporters Club at Umfolozi Casino.
- Dr THC Mostert of the Department of Botany, took part in:
 - a Custodians of Rare and Endangered Wildflowers expedition to the Ozabeni wooded grasslands of the Isimangaliso World Heritage Site in order to document the occurrence of rare and endangered plant species.

- a Custodians of Rare and Endangered Wildflowers expedition to the Nonoti Community Conservation Project as part of the KZN Biodiversity Stewardship Programme in order to evaluate the conservation value of the land with regards to its contribution to protecting rare and endangered plants.
- a Zululand Dendrological Society expedition to the Sand Forests of Phinda Game Reserve to investigate the range expansion of the Critically Endangered Sand Forest vegetation type
- a Zululand Dendrological Society expedition to KuduYini Game Reserve in order to investigate new distribution localities for *Syzygiumlegattii* in the Lebombo Mountain Range.

Dr Mostert was also elected as the projects coordinator of the Zululand Node of the Custodians of Rare and Endangered Wildflowers.

- The Department of Chemistry assisted the Ongoye High School in the teaching of chemistry practicals.
- Dr HL Jerling of the Department of Zoology provided practical lectures for local high school students.
- Mr HMM Mzimela of the Department of Zoology was involved with the in-service training of underqualified and postgraduate KZN teachers. He also presented a talk to parents of Iniwe Primary and matric learners from Isiphephelo High School.
- Mr A De Fortier presented a series of guest lectures on human nutrition to a group of local somatology students.
- Fourth year Consumer Science Extension and Rural Development students participated in the Wellness Task Team of the Community-University Partnership Programme (CUPP) where they visited various locations in Mbonambi area. Their involvement entailed providing a nutrition education and food processing service to the community. They also conducted research on household food production and food security in Ulundi.
- Honours nutrition students conducted research on food vendor's food handling, food preparation and nutrition knowledge of household caregivers in Northern KZN.

4.6. COMPOSITION AND SIZE OF STUDENT BODY

The University's Enrolment Plan had caused the University not to grow in numbers, but rather to restructure its enrolments and, in particular, to strive towards increasing its intake of students in the Natural and Business Sciences, while limiting its intake of students in the Humanities, and, even more so, in Education.

Student registration trends up to 2014 include the following, among others:

- The overwhelming majority of students are officially classified as South Africans, followed by relatively small numbers of foreigners and the South African minority groups.

- Female students outnumber male students by a ratio of nearly 2:1.

Although statistics in respect of the official category of less abled students are not recorded to the same extent as those of other students, the University has made provision for this category of students to be represented on the Students' Representative Council and the Institutional Forum, by such students, elected by fellow students falling under the same category.

The table below illustrates student size and composition according to the level of study

TABLE 21: Student Size and Composition according to the Level of Study						
Levels of Study	1	2	3	4	5	
Undergraduates						Totals
Faculty: Arts	1094	1285	1408	295		4082
Faculty: CommLaw	1068	1074	963	131		3236
Faculty: Education	1384	1448	1207	1129		5168
Faculty: Science	971	691	639	122		2423
Faculty: Other/NDP						null
Totals:	4517	4498	4217	1677	null	14909
Postgraduates						Totals
Faculty: Arts	355	326				681
Faculty: CommLaw	118	34				152
Faculty: Education	488	207				695
Faculty: Science	159	97				256
Faculty: Other/NDP						null
Totals:	1120	664	null	null	null	1784
Total UG + PG						Totals
Faculty: Arts	1449	1611	1408	295		4763
Faculty: CommLaw	1186	1108	963	131		3388
Faculty: Education	1872	1655	1207	1129		5863
Faculty: Science	1130	788	639	122		2679
Faculty: Other/NDP						null
Totals:	5637	5162	4217	1677	null	16693

The table below illustrates student size and composition according to gender and race.

TABLE 22: Students Size and Composition according to Gender and Race									
Gender and Race	WhtM	WhtF	ColM	ColF	IndM	IndF	BlkM	BlkF	
Undergraduates									Totals
Faculty: Arts	2	3	2	5			1390	2680	4082
Faculty: CommLaw	1	1	2	9	9	7	1532	1675	3236
Faculty: Education			1	2		2	1933	3230	5168
Faculty: Science	3	3	2	5	2	12	1035	1361	2423
Faculty: Other/NDP									null
Totals:	6	7	7	21	11	21	5890	8946	14909
Postgraduates									Totals
Faculty: Arts	3	4			2	10	245	417	681
Faculty: CommLaw	1	3	2			5	87	54	152
Faculty: Education		4		2	2	4	187	496	695
Faculty: Science	6	10			1	4	129	106	256
Faculty: Other/NDP									null
Totals:	10	21	2	2	5	23	648	1073	1784
Total UG + PG									Totals
Faculty: Arts	5	7	2	5	2	10	1635	3097	4763
Faculty: CommLaw	2	4	4	9	9	12	1619	1729	3388
Faculty: Education		4	1	4	2	6	2120	3726	5863
Faculty: Science	9	13	2	5	3	16	1164	1467	2679
Faculty: Other/NDP									null
Totals:	16	28	9	23	16	44	6538	10019	16693

4.7 TEACHING AND LEARNING

4.7.1 LIMITATIONS ON ACCESS TO CERTAIN COURSES IN ALL FACULTIES

In the Faculty of Arts, some courses demand that students should have some background in mathematics. In Journalism, for example, students with good English marks are accepted. One department still needs to work towards accreditation of its degree programme. Generally, some factors contributing to limitation on access include the shortage of space, lecturers and audio visual equipment.

In the Faculty of Education there is a lack of suitable recruitment strategies: the Early Childhood Development (ECD) Foundation Phase programme could not offer Afrikaans and English as home languages because of the size of the students enrolled for these languages. There is also a lack of suitable

facilities for the ECD Foundation Phase programme such as for example, an Art room, Resource Centre, etc.

- Resources such as a laboratory and equipment are inadequate for practical learning in Science.
- The Education Resource Centre has two laptops and two data projectors available for staff and students. This is clearly not sufficient.
- Classes in NPDE and PGCE commence during the academic recess and take place in the Resources Centre. Maintaining the Resource Centre was challenging for one person to manage with all other activities taking place and an assistant was employed on a contract basis to assist with the running of this centre.
- Space is also a serious problem in the Resource Centre. The 50 chalkboards and 12 whiteboards are housed in the Centre and are used for practical work. The number of boards available is not enough to accommodate all students.
- Students spend most of their time preparing their models and group assignments using material they borrow from the Resource Centre. Some of the material has to be used in the Centre, which only exacerbates the space problems.
- There are only two photocopiers used by staff and students during practice teaching.
- In the Resource Centre, all material and equipment are manually recorded and distributed. An electronic recording and distribution will be efficient.
- There is a serious lack of lecturing venues which have between 120 and 240 seating capacity.
- Overcrowding in classes remains a problem in spite of the new lecture venues.
- Lecture venues are not conducive for interactive teaching approaches and assessment purposes
- There is a shortage of big venues to administer assessments to large classes.
- There is a shortage of venues for tutorials in small groups.
- It remained a challenge to attract people with suitable qualifications to fill vacant positions.
- Monitoring and control of student attendance in classes are a challenge due to large numbers.
- Administering of quality assessment to large classes is a challenge.
- Hiring of markers compromises the quality of feedback on students' performance.
- Provision of laptops, for teaching purposes, for some staff members had been delayed.
- Internet access is not readily available in all the venues as the cables are missing. This is vital if lecturers want to have direct access to a site that is relevant to their module.
- Most modules in BCom and BCom Accounting require mathematics, accounting and economics. Not many students excel in these subject categories. However, the low intake in the career-focused certificates and diploma programmes is owed to a few numbers of students that the University is permitted to enrol.

4.7.2 Levels of academic progress in different disciplines and levels of study

- Although modules dominated by numeracy and related phenomena tend to allow both higher and lower marks than the 'average module', these are not the only pass rates to dominate the scene, unrealistically high pass rates, or boasting a disproportionate number of passes with 'merit/distinction', may also warrant attention.
- In the Faculty of Commerce Administration and Law, the pass rate of students differs from one qualification to another. Smaller quotas of students doing diploma and certificate programmes at the Richards Bay campus and those pursuing BCom (Foundation) at the KwaDlangezwa campus tend to ensure a higher pass rate. The pass rate in professional field such as Law and Accounting were lower – although the specially selected and funded SAICA students in BCom (Accounting Science) outperformed other students. Among pass rates that may warrant scrutiny by the Faculty Assessment Committee, are those of the Public Administration modules, constituting a compulsory 'major' towards the BAdmin degree.
- The average pass rate in the Faculty of Arts was 86, 6%; 80,4% in the Faculty of Commerce Administration and Law; 86.1% in the Faculty of Education; and 79,4% in the Faculty of Science and Agriculture.

4.7.3 Awards and achievements

TABLE 23 : Awards and achievements			
Name of the Award	Description	Recipients	Type of Award
Productive research departments	All departments with <i>per capita</i> research output (including research fellows) of a minimum of 0.5	Biokinetics& Sport Science (0.52) Botany (0.60) Chemistry (0.94) Communication Science (1.00) Computer Science (0.55) Criminal Justice (0.50) Geography (1.81) History (0.60) Information Studies (0.82) Law (0.61) Psychology (1.39)	Certificate

Most productive department per faculty	Most productive department per faculty, <i>per capita</i> provided that the minimum criterion was met (0.5)	Arts Psychology (1.39) Commerce, Admin & Law Law (0.61) Education None Science & Agriculture Geography (1.81)	Certificate
Most productive department in the university	Most productive department in the university, <i>per capita</i> provided that the minimum criterion was met (0.5)	Geography (1.81)	Sand-blasted trophy
Productive postgraduate departments	All departments with <i>per capita</i> postgraduate output (including research fellows) of a minimum of 1.0	Anthropology (1.75) Biochemistry (1.44) Communication Science (1.00) Curriculum & Instructional Studies (1.17) Political Science & Public Administration (2.50)	Certificate
Role Model	Department implementing the best and/or most innovative ideas for increasing research and postgraduate outputs	Computer Science	Sand-blasted trophy

4.8 RESEARCH

4.8.1 Summaries of various programmes

4.8.1.1 Policy development

A major achievement in 2014 was the finalisation of a new Research Funding Policy – after almost two years of consultation. Features of the Policy are that it encourages researchers to use instead of hoarding funds allocated to them, incentivises quality and productivity, and establishes a financial regime that is more sustainable than the previous one.

4.8.1.2 Postdoctoral Fellows

The University currently hosted 14 Postdoctoral Fellows during 2014 and appointed a further nine Fellows to take up positions in 2015. The aim is not only to improve the University's research output, but also to stimulate a research culture within departments. One Fellow has been appointed to the academic staff already while a further three Fellows have been serving as leave substitutes. The programme will hopefully in future contribute towards stabilising the academic staff complement.

4.8.1.3 SARCHI Chair

The University hosts a South African Research Chairs Initiative (SARCHI) Chair in Nanotechnology, with Professor Neerish Revaprasadu as the incumbent. The Chair has undoubtedly given the University's research a major impetus and the University is a recognised player in the field, nationally and increasingly, internationally. The work emanating from this Chair has benefited from increased institutional support and outputs are now consistently being published in high-impact journals. Prof Revaprasadu and his team produced 15 accredited publications in 2014 (mainly in very high impact international journals), one doctoral and one Master's graduates and one patent.

Importantly, the Chair is seen as a Materials Science Centre of Excellence in Africa. It has become a partner of choice and has attracted collaborators from East and West Africa, India and the United Kingdom. It was a co-recipient of a substantial grant (£ 1.25m for a period of five years) from the UK Department for International Development (DFID) and the Royal Society.

4.8.1.4 Research Capacity Development

- The University continued to build upon research capacity development initiated in 2013. In 2014 the University assisted nine staff members with study leave to obtain their doctoral degrees. Early indicators are that the programme has been successful in assisting the University in improving staff qualifications. When the programme started in 2012, the percentage of permanent academic staff with doctorates was 27%. In 2014 the figure was 35%.
- The University contracted Rhodes University's Centre for Higher Education Research, Teaching and Learning (CHERTL) to conduct two accredited training courses for academic staff, one on Research Design and the other on Strengthening Postgraduate Supervision. Another major intervention was a training course on Postgraduate Studies which was conducted in Stellenbosch.
- In all 746 staff and students were trained in 2014, in the areas of research ethics, statistics, research design, referencing, article writing, proposal writing, postgraduate supervision, and examination processes. The full schedule of training events conducted this year, with the number of attendees, is set out in the table below.

TABLE 24: Training Events and Attendees			
Date	Event	Facilitator	Attendees
15-17 Jan	RWR Retreat Workshop 4	E Lickindorf, G Baker	20
4, 5, 13 Feb 4, 10 March	Proposal writing	R Midgley	275
7-11 April (two groups)	Advanced SPSS	S Zondo	22
14-16 April	Introduction to research design	CHERTL, Rhodes University	41
29 May	Ethics training for postgraduates	R Midgley	84
02-04 June	Advanced SPSS	S Zondo	23
04 June	Ethics training-UZREC	Dr H van den Bergh	18
05 June	Ethics training-UZREC		11
10-11 June	RWR D Workshop 2	E. Lickindorf, G Baker	10
12 June	RWR A, B& C Consultations		10
23-26 June	Strengthening doctoral supervision, Phase 1	CHERTL	19
21-24 July	RWR Retreat – Jozini Tiger Lodge	E. Lickindorf, G Baker	7
30 July	Strengthening doctoral supervision, Phase 2	Library Team	15
6-8 August	Strengthening doctoral supervision, Phase 3	CHERTL	17
25 August	ENDNOTE workshop	Library	17
25-27 August	SPSS	S Zondo	23
28 & 29 August	Postgraduate assessment Workshop	R Midgley	35
8-12 September	Doctoral Research Training	University of Stellenbosch	20
16 September	Postgraduate assessment workshop	R Midgley	22
16-18 September	Introduction to research	CHERTL	33
20 October	Train the Trainer – RWR	E. Lickindorf, G Baker	03
21-25 October	RWR E	E. Lickindorf, G Baker	21

4.8.2 Awards

- Prof H de Wet received a C3 NRF rating in 2014.
- Prof N Revaprasadu was elected a member of the Academy of Science for South Africa (ASSA)

4.8.3 Funding

TABLE 25: Funding			
CONTRIBUTOR	RECEIVER	TYPE/PURPOSE	AMOUNT
DHET	Research Office	Research Development Grant	R 14 372 000

TABLE 26: NRF Awards 2014			
Programme	Grant-holder	Department	Amount
Technology and Human Resources for Industry Programme (Thrip)	Adigun MO Prof	Department of Computer Science	185 000.00
Incentive Funding for Rated Researchers	Beesham A Prof	Department of Mathematical Sciences	40 000.00
SANHARP	Cele M Mr	Chemistry	55 000.00
Incentive Funding for Rated Researchers	Cyrus DP Prof	Department of Zoology	40 000.00
S&F - Sasol Inzalo Foundation	Dube ZF Ms	Chemistry	70 000.00
S&F - Scarce Skills Masters Scholarships	Duma CM Mr	Department of development studies	70 000.00
S&F - Innovation Doctoral Scholarships	Dunpall R Ms	Biochemistry	100 000.00
Incentive Funding for Rated Researchers	Edwards SD Prof	Department of Psychology	40 000.00
S&F - Extension for NRF Support for Doctoral Study	Gwala PE Mr		100 000.00
Incentive Funding for Rated Researchers	Isike CA Dr	Department of Political Science and Public Administration	40 000.00
Thuthuka	Kunene NW Prof	Department of Agriculture	264 000.00
International Science and Technology Agreements	Kunene NW Prof	Department of Agriculture	150 000.00
S&F - Scholarships & Fellowships Programme	Luthuli DS Mr	Department of Chemistry	nil
S&F - Scarce Skills Doctoral Scholarships	Masikane SC Mr	Chemistry	100 000.00
S&F - Extension for NRF Support for Masters	Mathaba PC Ms		40 000.00
S&F - Innovation Doctoral Scholarships	Mavule BS Mr	Department of Agriculture	100 000.00
IEDP - Institutional Engagement and Partnership Development	Midgley JR Prof	Research and Innovation	50 000.00
S&F - Extension for NRF Support for Doctoral Study	Mkhize S.S Mr		60 000.00
S&F - Innovation Doctoral Scholarships	Mlowe S Mr	Department of Chemistry	100 000.00
Thuthuka	Mthembu MS Mr	Department of Biochemistry & Microbiology	70 000.00
S&F - Sasol Inzalo Foundation	Ncanana ZS Mr	Chemistry	70 000.00
International Science and Technology Agreements	Ndwandwe OM Prof	Department of Physics	81 500.00
National Nanotechnology Grant	Ndwandwe OM Prof	Department of Physics	908 000.00
Research Equipment Programme	Ndwandwe OM Prof	Department of Physics	80 000.00
International Science and Technology Agreements	Ndwandwe OM Prof	Department of Physics	150 000.00
Thuthuka	Nkosi BM Mr	Development Studies	75 680.00
Incentive Funding for Rated Researchers	Ntshangase SS Dr	Department of Physics and Engineering	20 000.00

Incentive Funding for Rated Researchers	Ocholla DN Prof	Department of Information Studies	40 000.00
S&F - Extension for NRF Support for Doctoral Study	Pooe OJ Mr	Biochemistry and Microbiology	100 000.00
SA Research Chairs - Nano Technology	Revaprasadu N Prof	Department of Chemistry	1 971 579.00
International Science and Technology Agreements	Revaprasadu N Prof	Department of Chemistry	100 000.00
S&F - Scholarships & Fellowships Programme	Schultz T Miss	Department of Botany	344 940.00
Incentive Funding for Rated Researchers	Scogings PF Prof	Department of Agriculture	40 000.00
S&F - Scholarships & Fellowships Programme	University of Zululand	Various	360 000.00
S&F - Scholarships & Fellowships Programme	University of Zululand	Various	160 000.00
S&F - Scholarships & Fellowships Programme	University of Zululand	Various	120 000.00
S&F - Scholarships & Fellowships Programme	University of Zululand	Various	240 000.00
Knowledge Interchange and Collaboration	Ugbenyen AM Dr	Department of Hydrology	20 000.00
Incentive Funding for Rated Researchers	Zharare GE Dr	Department of Agriculture	40 000.00
Knowledge Interchange and Collaboration	Zharare GE Dr	Department of Agriculture	40 000.00
Knowledge Interchange and Collaboration	Zharare GE Dr	Department of Agriculture	17 000.00
			R 6 897 699.00

4.8.4 Output produced

The latest official research output statistics that are available are those for 2013.

- We produced a total of 89.08 accredited research units, which is a 22% increase over the 2012 figures. Preliminary (unofficial) indications are that we had a further increase in output in 2014, (103.90), which means that the growth is sustainable.
- Research Master's output for 2014 (May 2015 graduation) numbered 65 graduates, which was an increase from the 31 in the previous year. Doctoral graduates also increased from 14 to 21 graduates. The research output increase is most pleasing. The increase in postgraduate output figures could be attributed to the research support system of the post-doctoral program, trainings on post grad supervision quality that has been provided through the research office.
- One patent for a drug delivery system, entitled "The Synthesis of Core-Shell Metal-Semiconductor Nanomaterials" was registered.

4.9 THE LIBRARY

The UNIZULU Library and Information Services (UNIZULU LIS), under the Directorship of Ms Laila Vahed, had 36 full time permanent staff members during 2014, which included two resignations and one death. UNIZULU LIS includes a Main Library at the KwaDlangezwa Campus and a Branch Library on the Richards Bay Campus.

The materials budget for 2014 amounted to R 16 243 million. This represented a 9% increase over 2013. A sum of R 5 352 million was allocated to individual academic departments and the professional information librarians to spend on books and multimedia materials, while the rest was allocated as follows:

TABLE 27		
Print Journals	R 3 369 608	296 Titles
e-Resources	R 7 306 040	85 Packages

Holdings at UNIZULU Library for 2014:

TABLE 28		
KwaDlangezwa Campus	volumes	302 172
Richards Bay Campus	volumes	1 628

The Institutional Repository continued to flourish with 1 281 UNIZULU theses and dissertations having been digitized by the end of 2014, as well as with over 35 493 national and international views.

During the period under review we were proud to introduce two new zones in the library:

- The **Research Commons** – an area reserved exclusively for use by senior postgraduate students (master's and doctoral level) and academic researchers. WiFi and device charging ports available.
- The **Info Cellar** – a very spacious area offering a variety of library services, including the Journals Section with current and bound back issues of print journals. The Inter Library Loans section was also moved to this area. The area comprises 18 seats with PC's, in addition to 40 personal laptop/device seats with charging ports and access to WiFi.

We are receiving very positive comments from the users of these two areas, both of which are becoming very popular.

Apart from the two new sections mentioned above, during 2014 facilities in the KwaDlangezwa Campus Library included inter alia 14 seminar rooms, 80 study cubicles, an e-classroom, a conference room and a committee room. The seating capacity in the Library was about 1 688. The Richards Bay Campus Library seated 76, but albeit small, was very well utilized and also provided access to all the e-Resources. All e-Resources purchased by the UNIZULU LIS were also accessible by authenticated staff and students off campus from any remote location, using a unique ID and pin through the EZ Proxy service.

UNIZULU LIS participated actively in the Committee for Higher Education Libraries of South Africa (CHELSA), the South African National Library and information Consortium (SANLiC), the eastern seaboard Association of Libraries (esAL) as well as the Library and Information Association of South Africa (LiASA), among others. The Director LIS currently serves as the Chair of the Board of Directors of SANLiC.



PROF XA MTOSE
ACTING VICE-CHANCELLOR: UNIZULU
29 June 2015

5. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION

5.1 INTRODUCTION

This Report chronicles activities and highlights for the year 2014. It highlights the activities across the University and those driven from the office of the Vice-Chancellor, academic and support units and, in some instances, with the engagement of external professional and specialist services. The focus remained on the academic renewal, governance, SRC elections, academic staffing, search for candidates to serve on the executive team and infrastructural projects. The Internal Finance team and teams of auditors ensured that the University finalises its budgets. The appointment of the Deputy Vice-Chancellor: Teaching & Learning provided the much needed academic leadership for the academic core business. The University continued with a process of reviewing its Statute.

Embedded in emblem are the words “Diligentia Cresco” – which mean **“In Diligence we shall lead”**, constitute what others might call a motto. UNIZULU would want to see these words as the philosophical base and underpinning what would guide and inspire its students, alma mater, staff and all its critical stakeholders. Whilst embracing the core values of UNIZULU, “Leading in Diligence” would hopefully inculcate a deep sense of self-confidence, independence, self-reflection and critical thinking. In this context diligence is loosely defined as; persevering, determination in performing a task earnestly, steady effort, assiduity and heedfulness.

This philosophical underpinning further gives expression to UNIZULU motto “Restructured for Relevance”. The inspiration stemming from **“Diligentia Cresco”** would catapult UNIZULU to the fullest mobilisation of its resources in order to actualise the **“Restructuring for Relevance”**. In this context **“Restructuring for Relevance”** reinforces the UNIZULU “mandate” to align its activities towards realisation of the immediate social imperatives, the National Development Plan and all other critical policies that are meant to deepen democracy. UNIZULU is poised to do just that.

During the year under review the University focused on completing the appointment of members of the executive and academic leadership teams particularly the Deputy Vice-Chancellor: Teaching and Learning; The Executive Director: Human Resources and the deans.

In support of the University's teaching and learning, administrative, community service and research strategies for the 21st century, the ICT Department worked on providing a flexible, responsive and comprehensive communication infrastructure platform.

Specialist independent experts continued to be engaged to provide service that protect and support the integrity of academic activities in critical support units particularly the Office of the Registrar, Information and Communication Technology Department (ICT) and Physical Infrastructure Development and Maintenance Department, and Student Residences. The experts in the Office of the Registrar and Student Residences were released on expiry of their contracts and after doing a sterling work in these operations of the University.

The outcome of collective and comprehensive interventions amongst academic and support staff and student leadership continue to bear positive outcomes such as accurate records of students, particularly those graduating, allocation of rooms to students, meal cards for students. NSFAS has hugely contributed in achieving

financial stability and independence for academically performing, yet financially constrained students.

Our on-going efforts to reduce the digital divide nationally and globally include strategies with a renewed emphasis on eLearning, mobile computing, faster internet access, a web based enterprise administrative system and the provision of digital media and online resources at the Library. Virtualisation, cloud computing and greening of our ICT environment are areas we are actively engaging in with a view to reducing our footprint by convergence of technologies while escalating access for our user base.

5.2 THE PRINCIPAL MANAGERIAL/ADMINISTRATIVE ACHIEVEMENTS MEASURED IN TERMS OF THE PLANS, GOALS AND OBJECTIVES SET FOR THE PERIOD UNDER REVIEW

The University is on course to realise its vision to become a leading rural-based, comprehensive university providing quality education. This section reflects a university that is committed to providing a high quality educational experience for the students in terms of teaching and learning, research, and community engagement programmes which are relevant locally, nationally as well as globally. The commitment to the vision is driven by a need to produce graduates who can perform and function in a rapidly changing and technologically-oriented world.

The section presents the state of the University in terms of the key pillars of the 2010 – 2013 strategic goals. These goals remain relevant on account that they were subsumed within those defined in 2014 – 2030.

5.2.1 Strategic Goal 1: High Quality Academic and Career Focused Programmes

The University continues to revitalise undergraduate programmes by closely monitoring and evaluating the implementation of the Teaching and Learning Strategy (2013 -2016). The Strategic thrust of the plan is to contribute to the attainment of the University's vision and mission by developing specific objectives and achievable targets. The University has, through the Quality Assurance Unit, successfully aligned all the University offerings to the Higher Education Qualifications Sub Framework (HEQSF). As such, 156 out of 157 programmes offered are accredited. The last programme has been submitted for review.

These programmes include career-focused certificate and diploma offerings taught at the Richards Bay campus. Programmes of this nature foster and promote cooperation between the University and relevant communities. Presently, the University works closely with, among others, the Richards Bay Port for support in Maritime Studies and the Owen Sithole Agricultural College for agricultural activities, including research in relevant agricultural projects, as well as with several FET colleges from around the area of Empangeni, on possible articulation with University programmes. Programmes in which institutions collaborate are directly related to the needs of the region, thus ensuring that the partnership is responsive to the needs of the region in particular, and those of the country in general.

The University continues to strive to reach the graduation target of 22,5% in undergraduate programmes. In 2014, 76 students graduated with Masters Degrees and 25 with Doctoral Degrees. The continued growth and

development in research outputs contributes directly to the enrichment of offerings as well as in the growth of the number of rated researchers from the University.

The injection provided by DHET through the Teaching Development Grant and Research Development Grant has assisted in the accelerated rate to meet these targets. The government's investment is in response to the abject poverty and unemployment of the people in the region.

5.2.2 Strategic Goal 2: Conduct Research Appropriate to a Comprehensive University

In 2014 the University revitalised its focus on promoting research by extending its focus to community involvement. Presently, the University has 10 rated researchers and 10 Research Fellows in the following fields – Mathematics; Law; Chemistry; Physics and Engineering; Biochemistry; Agriculture; Botany; Zoology and Hydrology. Some of the projects are conducted in partnership with staff from Owen Sithole Agricultural College and other institutions. Initiatives like these highlight the flexibility provided by the nature of the University as a comprehensive institution. The advancement and increased research awareness are contributing positively to the increase in the number of students receiving post-graduate qualifications.

A key focus of the University's research includes increasing internationalisation as evidenced by the partnerships entered into with some of the Research Fellows.

5.2.3 Strategic Goal 3: A Positive Image of the University with all Stakeholders.

One of the strategic partners that the University has, is the UNIZULU Foundation, whose motto focusses on 'Building a Legacy'. The Foundation was established in 1982 by visionaries who foresaw the importance of supporting future students of the University while they were still at school level. By so doing, the Foundation was contributing both directly as well as indirectly to the upliftment of the communities the University serves. The initiative became a flagship and a foundation for what is known as community service. To date the Foundation continues to offer bursaries to needy and deserving students. Several departmental and faculty research initiatives benefit handsomely from the support of the Foundation.

The University also enjoys support from both Empangeni as well as Richards Bay business communities by way of offering opportunities to students to do experiential learning.

The University has links with sister universities in Africa and abroad in the form of student exchanges and study opportunities; curriculum development, materials transfer and strengthening; resource mobilisation and innovation. The University has close links with the US Consulate in Durban and it is frequently updated on available programmes and opportunities elsewhere. Some of the institutions who continue to collaborate with the University include, but are not limited to, the following: Jackson State University, American Councils for International Education, and The Netherlands Organization for International Cooperation in Higher Education (NUFFIC).

5.2.4 Strategic Goal 4: Efficient and Effective Utilization of Human, Financial and Physical Resources and Support Systems of the University.

The organisational structure; staff recruitment and retention; skills development plan and data integrity are areas on which the Human Resources Division has focused in order to fulfil the mandate of the University to become efficient as well as effective in improving its human capital needs. For instance, there has been a concerted effort to involve relevant structures in developing the recruitment strategy in order to avoid the piece meal approach towards recruitment. The strategy covers:

- The finalization of all interview packs for posts that were re-advertised within specified timeframes.
- Deans and Human Resources prioritize the shortlisting by committing to avail themselves for the set interviews.

The Workplace Skills plan of 2014/2015 and the Training Review of 2014 was completed and submitted to the Education, Training and Development Practices Seta. The submission listed the number of employees that were trained during the period of May 2013 to 30 April 2014. It also contained a number of planned training interventions for a period of May 2014 to the 30 April 2015.

The ETDP Seta approved the submission and the University has now recovered an amount of R300880.52 as mandatory grants/rebates based on the submitted report. This amount received has been added to the funds that were recovered as a result of the submissions that were made during the previous two years.

Implementation of the latest Workplace Skills Plan is proceeding in accordance with the plan. A summary of training interventions that were conducted from 1 May 2014 and which will continue to 2015 may include, but not limited to, the following: Firefighting, Assessor Training, Client Services and Communication, Debt Collection, Record Management, Facilities Management and Crisis Management.

Data integrity as a fundamental component that informs decision making and storing information has been an area of focus in the past year and, although not completely achieved efforts to assure accuracy and consistency of data have been made and risk has been reduced significantly.

In 2014 the Finance Division embarked on a turnaround strategy that will enable it to effectively respond to the needs of the organization. The success of this trajectory began with the Finance Team's acceptance to change. The team sees this as an exciting time in which it will embark on a training revival aligned to the upgrading of IT systems and a review of business processes and the introduction of policies and procedures that will enhance the control environment.

During 2014, the University successfully contained Student debt and at December 2014, before impairment, the debt reflected a reduction of R40 million from R247 million in 2013 to R144 million at the end of 2014. The success of this reduction can be attributed to ongoing effort during registration to recover outstanding fees and the increase in student funding

in particular from NSFAS. Impairment provision for losses has however increased by 32% from R86 million to R112 million.

The entity has continued to manage its income and expenditure prudently and as a result the Council's unrestricted funds increased from R173 million in 2013 to R260 million (still not final) in 2014. Part of these funds will be used to fund part of the infrastructure programme and other earmarked projects.

5.2.5 Strategic Goal 5: To Create a Work and Learning Environment Underpinned by Safety, Good health and Wellness.

Facilities Management is here to provide the most efficient and cost effective support services in order to provide an environment that is clean, safe, healthy and responsive for students, staff and other stakeholders. Safety is at the forefront of everything at the University as we understand that a safe work environment is essential to the health and well-being of our employees, but the commitment to safety, cleanliness and sufficient provision of facilities extends beyond staff and students. The University is dedicated to providing a safe and healthy environment for everyone who comes to the University including visitors.

Facilities Management operates under reasonably high ethical standards and possesses critical communication skills and strategies to inspire, and stimulate a culture of health and safety on campus. We strive to adhere to the occupational health and safety standards in the effort to sustain the University as an incident- and injury-free work place and a model for higher education institutions across the country.

5.3 MANAGERIAL/ADMINISTRATIVE ASPECTS OF THE OPERATIONS OF THE INSTITUTION, INCLUDING NEW SENIOR EXECUTIVE/ADMINISTRATIVE APPOINTMENTS

In our 2013 Report we indicated that the University had taken strides to ensure that it attracts and appoints senior executives to fill all vacancies at that level. However, the task of filling executive positions still continued in 2014. The new Executive Director: Human Resources, was appointed after the incumbent had resigned. The Vice-Chancellor resigned with immediate effect and Council appointed the DVC: Teaching and Learning as Acting Vice-Chancellor whilst the search for the new Vice-Chancellor was expedited. The employment contract of the Executive Director: Finance was terminated after following due disciplinary processes and on allegations of his failure to declare conflict of interest during a procurement process.

The University also appointed senior managers, including two deputy registrars and 2 deans for each of the four faculties for teaching and learning and research and internationalisation.

5.4 THE ACHIEVEMENT OF ADMINISTRATIVE STRUCTURES AND RESOURCES, REGARDING BOTH PERSONNEL AND SYSTEMS

The following milestones were achieved in 2014 and have put the University on a path that will take it to the attainment of its strategic imperatives:

- E-learning, although still in its infancy, is beginning to enrich both teaching and research initiatives for staff as well as students' learning experiences. E-learning creates flexibility in how, where and when students may interact with the learning content and create their own knowledge. The strategic decision to introduce Smartboards which are 'revolutionarising' the classroom spaces and learning experiences for students demonstrates the commitment of the University to adjusting teaching and learning to be in line with international trends, turning a so-called Historically Disadvantaged University to become a world-class institution. The availability of WiFi access to both students as well as staff is a step in the right direction. Students and staff have access to cutting-edge research and teaching and have the opportunity to experiment and create their own knowledge. Initiatives like these increase opportunities for student employability and also allow them to be creators of employment opportunities in their own communities.
- In order to increase opportunities for Work Integrated Learning (WIL), students are placed in different Ezemvelo KZN Wildlife resorts all over KwaZulu-Natal. This is just one example of the effectiveness of working collaboratively with people in business and industry, particularly in 2014.

5.5 STUDENT SERVICES AND EXTRACURRICULAR ACTIVITIES

5.5.1 Students' Achievement

- In 2014 the Vice Chancellor introduced the Vice chancellor's Academic Achievement award. This award recognises excellence by honouring top 20 twenty (20) achievers in 2014. The ceremony to honour those students was held at Bhhekuzulu Hall. Each achiever was given a Certificate of Excellence and a Laptop computer (See section 1.8)
- Further, two UNIZULU students and staff received accolades at the Southern African Telecommunication Networks and Applications Conference (SATNAC), held in Port Elizabeth, for research work in the field of networks and applications.
- A Student has been contracted to play for the Thanda Royal Zulu Football club, in the First Division Mvela League.
- A student was among sixteen (16) students who represented South Africa in the 17th edition of the Confederation of Universities and Colleges Sports Association (CUCSA) games held in 2014

5.5.2 SRC Elections

Adv. Khuzwayo was appointed as Chief Electoral Officer by the Vice-Chancellor on 11 August 2014. The process of nominations started and subsequently, a list of 61 qualifying candidates was published on 27 August 2014. The initial list was however amended and a new list was issued, increasing the number of candidates from 61 to 62. The new list raised concern amongst the student body in that, various students submitted objections to the Electoral Committee (EC). The EC met on 28 and 29 August 2014 to discuss the appeals. However the list remained unchanged. On 3 September 2014, Adv Khuzwayo tendered his resignation to the Vice Chancellor. Special Executive Management (EXCO) meetings were held on 04 and 05 September 2014 to address the resignation of the Chief Electoral

Officer and Dr IZ Machi, the Executive Director: Richards Bay, was appointed as new Electoral Officer.

The SRC elections were held on Monday, 08 September 2014. The Independent Electoral Commission (IEC) was used to oversee the elections. A certain group of aggrieved students interrupted the voting process at the KwaDlangezwa campus by preventing other students from accessing the voting stations to cast their votes. The group of aggrieved students was contesting the inclusion of the additional candidate onto the SRC election candidates list. This necessitated that the voting process be prolonged and extended to the early hours of 09 September 2014. The voting process continued smoothly at the Richards Bay campus.

After announcement of the election results, the University was served with an interim interdict, granted under the High Court application 10921/2014 and initially instituted by thirty one (31) applicants against the University. The interim interdict effectively ordered that the University should refrain from inaugurating the newly elected SRC on 16 September 2014, in light of unlawfulness of the elections due to procedural flaws. The interim interdict further directed the University to announce a new date for SRC re-elections.

The University Management consulted its legal Council on the matter who advised that the University should accept that the election be declared null and void and that any further incurrence of costs in the court proceedings should be curtailed. The recommendation to Council was that the provisions of clause 34 of the SRC Constitution be exercised given the circumstances of the election. At a special meeting of Council on 01 October 2014, Council resolved to invoke section 34.1.2 of the SRC Constitution and effectively resolved to make interim arrangements for the functioning of the SRC. Council elected the former President of the SRC, Mr S. Mkhize to attend Council meetings until the matter has been finalised. The Vice-Chancellor also instructed the internal auditors of the University to investigate irregularities and procedural flaws during the SRC elections.

On 13 October 2014, after hearing arguments between the University's legal counsel and the attorneys of the applicants, the matter was finally postponed without the allocation of a date (*sine die*). It was agreed amongst the parties that the SRC elections should be held as soon as possible. However the University opposed elections in November 2014, in light of the final year examinations that were scheduled for 01 November 2014 as it would have been highly disruptive. The year 2014 ended with the court matter still hanging and without a legitimately elected SRC in place. The court case will continue in 2015 and it is hoped that elections will be held afresh after the court had pronounced itself on the matter.

5.6 COMMUNICATIONS AND MARKETING

The Communications and Marketing Division's (CMD) mandate is inclusive of brand and stakeholder management while simultaneously promoting a spirit of collegiality, high standards, maintaining a positive image through media relations management and upholding a proud reputation of excellence and service delivery. The year 2014 started on a high note as CMD managed to launch UNIZULU's first Corporate Identity guidelines.

The purpose of the UNIZULU Brand Guide is to provide clear specifications on the use of all aspects of the brand, through the institution's new corporate identity, ensuring the University's visual image and impact is strong, consistent and is reflective of its core values through a distinctive look and feel that is instantly recognised.

The year 2014 focused on implementation of projects and an overhaul of systems to reinforce the support for the institution's long term objectives. These included the launch of our brand awareness campaign called Brand Experience in June. This campaign educated the University Community about the correct use of our brand and corporate identity.

- **Positive Publicity:** The year 2014 had seen massive improvement in positive media coverage and establishment of new relationships with broadcast and print journalists. A media monitoring service contract was renewed for another six months starting from September to January 2015. This service assists us to keep track of what is being reported and broadcast about UNIZULU in the media in South Africa. During negative incidents that attracted the media and resulted in negative attention, CMD had been proactive in providing the institution's stance on such situations with updates being sent timeously to the University community and the general public to minimise damage to UNIZULU's reputation and dispel rumours.

CMD has provided media coverage to departments hosting events and community engagement activities. Such information is then published on the institutional website and disseminated to the media through well-written press releases. As part of the communications and marketing strategy several publications, student recruitment drives, alumni and institutional events have been successfully implemented during 2014. Again, a number of activities have been planned for 2015.

- **Website and social media networks:** The interactive and friendly designed website is used to project a positive image for the University. Job adverts and current news updates are uploaded on it for the public to access. It is an effective communication tool and a bridge between the University and the outside world. It is regularly updated to ensure that it gives a good impression of the University to its stakeholders and the public we serve. Notices are also uploaded on social media networks such as twitter, LinkedIn and Facebook to engage the youth and the users of these channels.
- **Advertising:** A considerable amount of funding has gone into rebranding the institution in keeping with its trajectory of being a recognised, competitive institution of higher learning that is embedded in the local context and simultaneously global in its approach as a comprehensive university. Advertisements have been placed in local and regional newspapers, journals, career supplements, guides and magazines, on radio and via social networking sites. Several messages of support were placed in the media to encourage learners to perform at their optimal during the 2014 Matric Exams.

Matric well wishes adverts have been featured in the Mercury, Ilanga, Zululand Observer, Zululand Fever, Isolezwe, and Inkazimulo newspapers before examinations started in October. The congratulatory message aimed at the 2014 matriculants were also planned to appear in the same newspapers' matric results supplements on 06 January 2015.

As part of the institution's rebranding exercise, advertisements were placed on Daily News and Isolezwe Career Focus supplements and in Proverto Matric Study Guide. CMD has partnered with Zululand Fever Newspaper as a sponsor for the Spelling Bee project. We have secured editorial space in the Mercury which was used to brand and market UNIZULU. A full page spread which featured UNIZULU positive news appeared in seven editions of the Mercury published between March and October 2014.

- **Schools Liaison Activities:** As part of the University's proactive recruitment drive, the Schools Liaison officer visited a number of schools across KwaZulu-Natal districts. About 50 schools with more than 3000 learners attended the UNIZULU's Open Day in 2014 and many others visited the University for career advice.

During 2014, UNIZULU also participated in career exhibitions within the uThungulu, Zululand, Amajuba, Ugu, eThekweni and Umgungundlovu districts. Career exhibitions held from January to August 2014 were attended by thousands of learners from different schools. Despite budgetary constraints and limited resources, concerted efforts continue to be made to extend the institution's reach into peri-urban and rural areas and beyond the provincial borders to attract international and academically deserving learners across social classes and racial groups. An International Linkages Office brochure was also produced and is distributed at events to encourage international recruitment.

The 2014 recruitment plans focussed on attracting the right calibre of students from our feeder schools. In addition to providing information on University website, alumni page, social networks such as Facebook, LinkedIn and Twitter; a revised and updated Schools Liaison brochure was produced and distributed to school learners at the 2014 Open Day event. The brochure contains information pertinent to the University's restructuring and renewal project and its future academic trajectory, information on the Central Applications Office (CAO), CAO course codes, funding, student housing, application requirements and institutional contact details. The Schools Liaison brochure will be produced on an annual basis as an information guide to prospective students and distributed at all recruitment initiatives.

5.7 General Graduation Statistics

The tables below summarise graduation statistics in 2014

Table 29: General graduation Statistics

Graduation Statistics for May 2014					
Percentage Males and Females per Faculty (Both Undergrad and Post grad students)					
Faculty	Females	Males	Total	% Females	% Males
Faculty of Arts	873	386	1259	69.3	30.7
Faculty of Commerce, Administration and Law	457	316	773	59.1	40.9
Faculty of Education	1247	413	1660	75.1	24.9
Faculty of Science	212	179	391	54.2	45.8
Totals	2789	1294	4083	68.3	31.7
Undergrad Statistics per faculty					
Faculty	Undergrad Females	Undergrad Males	Total	% Undergrad Females	% Undergrad Males
Faculty of Arts	704	310	1014	69.4	30.6
Faculty of Commerce, Administration and Law	433	282	715	60.6	39.4
Faculty of Education	926	310	1236	74.9	25.1
Faculty of Science	176	146	322	54.7	45.3
Totals	2239	1048	3287	68.1	31.9
NB: These figures are based on total Undergrad students graduating in the Faculty					
Post Graduate Statistics per faculty					
Faculty	Post grad Females	Postgrad Males	Total Post grad	%Postgrad Females	% Postgrad Males
Faculty of Arts	169	76	245	69	31
Faculty of Commerce, Administration and Law	24	34	58	41	59
Faculty of Education	321	103	424	76	24
Faculty of Science	36	33	69	52	48
Totals	550	246	796	69	31
NB: These figures are based on total Postgrad students graduating in the Faculty					
Faculty	% Undergrad Females	% Undergrad Males	% Post grad Females	% Post grad Males	
Faculty of Arts	56	25	13	6	
Faculty of Commerce, Administration and Law	56	36	3	4	
Faculty of Education	56	19	19	6	
Faculty of Science	45	37	9	8	
NB: These percentages are based on TOTAL number (PG and UG)of students graduating in the Faculty					

Masters' and Doctoral Graduation Statistics**Table 30: Percentage Males and Females per Faculty (Doctoral students)**

Faculty	Females	Males	Total	% Females	% Males
Faculty of Arts	3	1	4	75.0	25.0
Faculty of Commerce, Administration and Law	0	1	1	0.0	100.0
Faculty of Education	1	1	2	50.0	50.0
Faculty of Science	5	2	7	71.4	28.6
Totals	9	5	14	64.3	35.7

Table 31: Percentage Males and Females per Faculty (Masters students)					
Faculty	Females	Males	Total	% Females	% Males
Faculty of Arts	6	6	12	50.0	50.0
Faculty of Commerce, Administration and Law	2	2	4	50.0	50.0
Faculty of Education	5	1	6	83.3	16.7
Faculty of Science	3	6	9	33.3	66.7
Totals	16	15	31	51.6	48.4



PROF XA MTOSE
ACTING VICE-CHANCELLOR: UNIZULU
29 June 2015

6. REPORT OF THE INSTITUTIONAL FORUM

6.1 INTRODUCTION

The current UNIZULU Institutional Forum (IF) was formally constituted In October 2013. The composition of the IF is as per section 31(2) of the Higher Education Act, Act 101 as amended, and section 40 of the UNIZULU Statute, namely:

TABLE 32: Composition of the Institutional Forum		
NO. OF REPS.	STRUCTURE	REPRESENTATION IN THE UNIZULU- IF
2	Management Committee	Yes
2	Council	Yes
2	Senate	Yes
2	Academic Employees	Yes
2	Administrative and Support Staff Employees	Yes
2	UNIZULU Employed Women	Yes
2	UNIZULU Students	Yes
1	Disability (Staff or Students)	No
2	Recognised Union	Yes
Maximum of 3	Employees / student members appointed by Vice Chancellor after consultation with IF on the basis of expertise or experience	No

As stipulated in section 31(1) of the Higher Education Act, the Institutional Forum of a Higher Education Institution must advise the Council on the following issues:

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

This report presents activities of the IF relative to the above functions.

6.2 ADVISORY INVOLVEMENT

The IF advised Council mainly on the selection of candidates for senior management positions.

- **Deputy Vice-Chancellor: Teaching and Learning**

The IF expressed its deep concern in the manner in which the appointment of the DVC: Teaching and Learning was handled, i.e. the marginalisation of the IF forum this very important process. It mandated its executive to liaise with Council on how it felt about the matter.

- **Executive Director: Human Resources**

The IF made an observation that the requirements for the position of Executive Director: Human Resources as stipulated in the advertisement were that the candidate should possess a Master's degree or a diploma in Human Resources with a minimum ten years' experience. The IF viewed the diploma as a requirement for an executive position as an anomaly as it was inconsistent with the high performance standard expected of a person occupying such a position. The Chairperson of the IF wrote a letter to the Chairperson of the Selection Panel expressing the IF's discontentment in this regard.

- **Dean: Faculty of Arts**

The IF noted that three of the four candidates who had been shortlisted withdrew from the process. It expressed its displeasure at the fact that it was only engaged at the last stage of the process (recommending) and not at the initial stage (selection). The IF advised Council that in future it should be part of the Selection Panel.

- **Dean: Faculty of Education**

The IF took note that not a single candidate compiled with all the requirements for the position and did not recommend any of the short-listed candidates. The IF also took note with concern the differences in the requirements for the positions of the deans of Arts and Education. For the Dean of Arts the requirement was that the candidate had to be a full professor whereas for the Dean of Education the candidate had to be an Associate Professor. The IF took a strong exception to this.

6.3 General Meetings (How often the IF met)

The IF has held four regular meetings during the period under review. It attended to the following:

- Processes and procedures of advising the Council on matters as stipulated in the Higher Education Act.
- Lack of progress on the induction of the newly elected IF members.
- Non-involvement of the IF in the Selection Panel appointing senior managers. While the IF finds it unacceptable that it was not involved in the whole selection process of Senior Management, it was equally unacceptable for the IF to be involved in the selection process where it had to just endorse and rubber stamp the shortlisting and subsequent interviewing of candidates to the Senior Management positions. The IF is of the opinion that it had to be engaged in the selection process right from the beginning so it could be in a position to advise Council properly.
- Non-attendance of meetings by some members.
- **Race and Gender Policies**

No such policies were submitted to the IF to solicit its advice during the year under review.

- **Selections of Candidates for Senior Management Positions**

The same situation as indicated in 5.2 above also holds with regard to the selection of candidates for senior management positions.

- **Codes of Conduct, Mediation and Dispute Resolution Procedures**

Both the Council and the IF have not engaged on this matter during the period under review owing to the lack of processes and procedures. This, however, does not imply that there were no issues to be dealt with in this area.

- **The Fostering of an Institutional Culture which Promotes Tolerance and Respect for Fundamental Human Rights and Creates an Appropriate Environment for Teaching, Research and Learning**

During the period under review there was no formal engagement between the Council and the IF regarding the question of fostering of an institutional culture.

6.4 Areas of Concern

The major area of concern remains the absence of a harmonious relationship between the Council and the IF, including the absence of clearly spelt out communication channels between the two parties.

The lack of advice in key areas as spelled out in section 31 of the Higher Education Act as amended is attributed to the lack of communication channels between the Council and the IF.

Council did not discuss membership issues therefore the IF was never consulted in any instance that affected the Council Membership.



DR NR NGCOBO
CHAIRPERSON: INSTITUTIONAL FORUM
29 June 2015

7. REPORT ON INTERNAL ADMINISTRATIVE OPERATIONAL STRUCTURES

7.1 INTERNAL CONTROL

The University outsourced its internal audit function to a firm of auditors. The scope of the internal audit for 2014 was based on the risk profile.

The role of the Internal Audit Services is to add value to the UNIZULU by providing independent, objective assurance on the adequacy and effectiveness of the internal controls, governance and risk management.

The UNIZULU maintains systems of internal control to ensure:

- the operating activities are conducted effectively
- compliance with legislation, regulations, policies and procedures
- reliability of financial reporting
- safeguarding of assets

Reports on the findings of the internal auditors, together with Management's responses, were reviewed by the Audit Committee. The meetings of the Committee were attended by the internal and external auditors of the University.

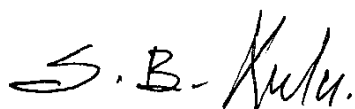
Although the UNIZULU is committed to maintaining systems of internal control over financial reporting and the safeguarding of assets against the unauthorised acquisition, use or disposal thereof, there is much room for improvement.

7.2 STATEMENT ON INTERNAL AND OPERATIONAL STRUCTURES

The systems and policies are designed to provide reasonable assurance to the University regarding an operational environment that promotes the safeguarding of the University's assets and the preparation and communication of reliable financial and other information. This includes documented organisational structures setting out the division of responsibilities, as well as established policies and procedures, including a Code of Ethics, which is communicated throughout the organisation to foster a strong ethical climate and the careful selection, training and development of its people.

The forensic auditors have performed investigations and noted that many of the transgressions by implicated individuals were caused by inadequate and ineffective internal controls which created opportunities for fraudulent acts to be committed. It has been recommended that management endeavours to address the issues by implementing controls in order to prevent these unfortunate incidents from recurring.

It must be emphasised though that even effective internal control systems can provide only reasonable assurance with respect to financial statement preparation, effectiveness of operational activities and the safeguarding of assets.



MR SB XULU
CHAIRPERSON: AUDIT & RISK COMMITTEE
29 June 2015

8. REPORT ON RISK EXPOSURE ASSESSMENT AND THE MANAGEMENT THEREOF

Management is responsible for the design, implementation and monitoring of the process of risk management. In this regard the University management is accountable to the University Council.

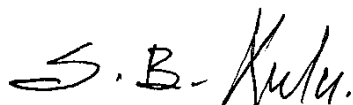
A challenge exists to instil a culture of risk awareness in the organisation and to integrate the responsibilities in this regard with the management approach and performance appraisal of line managers.

Based on the need to balance the achievement of specific performance against the need to protect its stakeholders (conformance), the Council of the UNIZULU has approved the implementation of a risk strategy as a key component of its Corporate Governance Framework.

UNIZULU proposition is that risk management provides the entity processes and tools that we need to become more anticipatory and effective at evaluating, embracing and managing the uncertainties that we face as we create sustainable value for stakeholders.

The following factors require consideration when integrating enterprise risk management into the UNIZULU decision making structures and ensuring the management of risk is inculcated in the culture of the University:

- Aligning risk management with objectives at all levels of the University;
- Introducing risk management components into existing strategic planning and operational practices;
- Including risk management as part of employees' performance appraisals; and
- Continuously improving control and accountability systems and processes to take into account risk management and its results.



MR SB XULU
CHAIRPERSON: AUDIT & RISK COMMITTEE
29 June 2015

9. ANNUAL FINANCIAL REVIEW

9.1 INTRODUCTION

This report is a presentation of the consolidated annual financial statements of UNIZULU for the year ended 31 December 2014. It provides an executive over view of the main financial activities and results of the University and the UNIZULU Foundation.

9.2 OPERATING RESULTS

The statement of consolidated comprehensive income for 2014 reflects a surplus before non-recurrent items of R97.2 million (2013: R101.5 million) but after taking into account the post retirement losses on the defined benefit pension fund, provident retirement fund and medical aid fund, the total comprehensive loss for the year is R137.9 million (2013: income R301.7 million).

Whilst we budgeted for a small surplus for the year, the positive results are mainly attributable to savings in personnel costs totaling R76.6 million due to the continued difficulty in filling vacant posts. The institution also continues to apply budgetary controls which are supported by fiscal discipline exercised by budget holders and monitored on a monthly basis. This has assisted in controlling expenditure within budget. The negative results under designated funds are mainly attributable to the recognition of income in the prior years while expenditure was incurred in the current year.

The year on year comparison of the total comprehensive income was negatively affected by the post retirement deficit of R235.2 million (2013: surplus R194.6 million) which has resulted in a significant loss for the designated funds in the current year when compared to the prior year.

The two tables below better illustrate the various reportable segments and the operating results pertaining to each one as well as providing a year on year trend.

Table 33: Surplus before non-recurrent items

Surplus before non- recurrent items	2013	2014
	R'000	R'000
Council controlled	73 578	118 752
Designated Funds	26 646	(17 817)
Auxilliary Services/Student Accomodation	193	(830)
UNIZULU Foundation	1 047	(2 872)
Total	101 464	97 233

Table 34: Comprehensive Income/Loss

Comprehensive Income/(loss)	2013	2014
	R'000	R'000
Council controlled	107 660	114 137
Designated Funds	185 122	(252 971)
Auxilliary Services/Student Accomodation	193	(830)
UNIZULU Foundation	8 679	1 799
Total	301 654	(137 865)

9.3 REVENUE

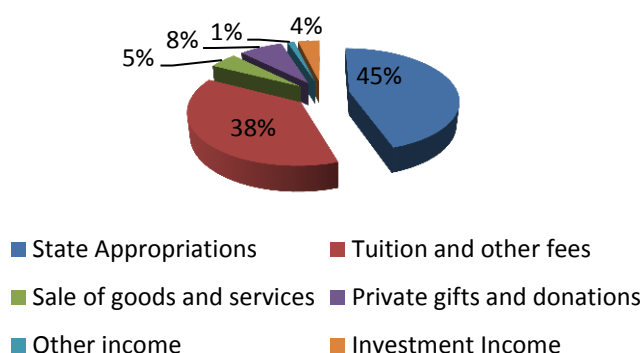
The table below reflects the positive trend in income growth over the last three years. In 2014 Recurrent Income increased by 10% with the largest percentage growth reflected as Private gifts and donations.

Table 35: Total Recurrent Income

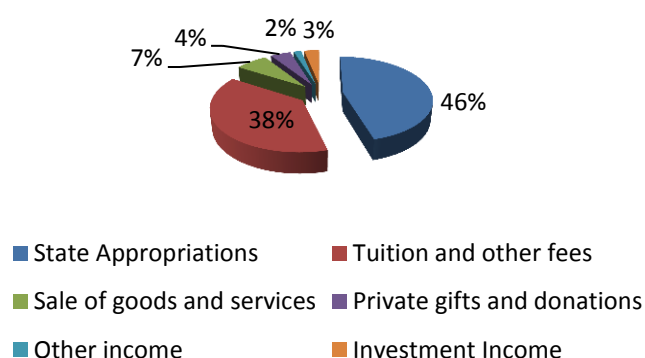
Total Recurrent Income (R'000)	2012	% Increase	2013	% Increase	2014
State Appropriations	341 330	4.2%	355 828	8.1%	384 542
Tuition and other fees	280 057	6.0%	296 963	8.1%	321 153
Sale of goods and services	57 753	-7.2%	53 573	-21.2%	42 193
Private gifts and donations	34 509	-2.1%	33 771	92.5%	65 011
Other income	13 397	-4.6%	12 785	-18.2%	10 457
Investment Income	19 541	27.7%	24 947	29.7%	32 367
Total	746 587	4.2%	777 867	10.0%	855 723

In terms of the proportional contribution from each element of Recurrent Income there has been no significant change in the proportionate contributions by the two main contributors namely the State contributions at 45% (2013: 46%) and Tuition fees at 38% (2013: 38%), however Private gifts and donations show a significant increase from 4% in 2013 to 8% in the current year in terms of proportional income.

Recurrent income 2014



Total recurrent income 2013



9.4 EXPENDITURE

In 2104 recurrent expenditure increased by 12.1% which is mainly attributable to personnel costs which increased by 12.3% and other operating costs which increased by 14.2%. One of the reasons contributing to salary increases is the annual 8% salary adjustment effected on the 1 July 2014.

UNIZULU continues to experience difficulty in filling vacant positions. There is an approved staff establishment which can only be amended with the approval of the Human Resource Committee of Council; the annual budget includes all approved posts. Total personnel costs are below the benchmark of 62% of income.

The lower finance costs arise from a reduction of interest on the finance lease liabilities.

The table below reflects the recurrent expenditure trend over the last three years.

Table 36: Recurrent Expenditure					
Recurrent Expenditure	2012	%	2013	%	2014
	R'000	change	R'000	change	R'000
Personnel costs	306 540	2.9%	315 523	12.3%	354 391
Operating expenditure	298 315	3.1%	307 661	14.2%	351 238
Depreciation	27 531	35.4%	37 290	6.6%	39 762
Minor Capital items	9 127	13.7%	10 374	-12.6%	9 066
Finance Costs	5 446	2.0%	5 555	-27.4%	4 033
Total	646 959	4.6%	676 403	12.1%	758 490

Table 37: Salary Benchmark			
Salary Benchmark	2012	2013	2014
	R'000	R'000	R'000
Personnel Costs	306 540	315 523	354 391
as a % of Income	41%	41%	41%

9.5 PROPERTY, PLANT AND EQUIPMENT

The closing book value of property, plant and equipment is R991.2 million (2013: R1005.8 million). During the year there was a total of R25 million in additions which was offset by depreciation of R39.8 million.

The DHET has committed significant funding of R376.3 million for the fiscal years 2012/13 to 2014/15 for expansion and improvement of the physical infrastructure. These funds are released in tranches of R125.5 million annually. The University has also committed to contribute R62.2 million of its own funds for the same period. Whilst the University has received the tranches for 2012 and 2013, it has, at year-end only committed to the project management expenditure. The construction tenders have not yet been awarded. The funds received to date from DHET, totaling R 250.8 million are reflected under Deferred government grants in the Statement of Financial Position and further information is provided under note 12.

9.6 INVESTMENTS AND CASH

At year-end the investments and cash amounted to R1 035 million (2014: R741.7 million). The increase in investments and cash is as a result of the positive cash inflow from operating activities. The amounts pertaining to the DHET for expansion build programme are separately invested in identifiable investment portfolios totaling R250.8 million.

The investment of funds is done in terms of the approved Investment Policy.

9.7 POST RETIREMENT BENEFITS AND OBLIGATIONS

The University operates defined benefit pension and provident funds. The Pension Fund at year end reflects a net surplus of R106.2 million (2013: R286.7 million) whilst the Provident Fund is in deficit of R41.5 million (2013: surplus R2 million). The reduction in the net surplus position is mainly attributable to the increase in actuarial losses.

A board of Trustees representing the members and the University meets on a quarterly basis to review the fund and investment performance.

In view of the overall employer surplus position of R64.7 million (2013: R288.9 million) the University was eligible to take a partial contribution holiday as allowed in term of the Pension Fund Act. However given the reduction in surplus it is estimated that from 2016 the University may no longer be able to continue with the current level of partial contribution holiday.

Employees are entitled to join the University approved medical aid schemes which are subsidized by the employer. This benefit continues to be subsidized after retirement with shared contributions between employee and employer. With effect from 2012, in an effort to limit post retirement financial exposure new employees were not granted this retirement benefit.

At year-end the post retirement obligations as actuarially calculated in respect of these schemes amounted to R83.9 million (2013: R77.9 million). This liability is not separately funded. The increase in this obligation is due to changes in the assumptions on discount and medical inflation rates.

9.8 STUDENT DEBT

The Student debt amount at year-end, before impairment provision, decreased from R247.0 million in 2013 to R144.5 million in 2014. The main reason for this decrease is the receipt of the claims totaling R107.2 million from NSFAS which had been expected in 2013 but were delayed and only received in January 2014.

We have also increased our efforts to collect outstanding fees particularly during the registration period and this has had a significant impact in reducing the total outstanding debt. Going forward we will be reviewing our Student Debt Policies and processes and enhancing staff skills through targeted training within the relevant departments.

There is an increase in bad debt provision which is mainly attributable to the provision now covering 100% of all debt outstanding for longer than three years compared to the prior year where not all outstanding debt for the same period was considered doubtful. Overall the impairment increased from R85.6 million in 2013 to R112.7 million in 2014. Refer to note 6 for further details.

9.9 INTEREST BEARING BORROWINGS

The interest bearing borrowings at R32.9 million (2013: R35.6 million) relate to finance which was raised for the construction of student residences in 2007. A cession of certain listed investments totaling R8 million was issued to the Development Bank of South Africa in 2007. Refer to note 10 of the Financial Statements.

9.10 DEFERED GOVERNMENT GRANT

In terms of IAS20: Accounting for Government Grants and Disclosure for Government Assistance government grants in respect of capital projects are recognized as deferred income and released to the income statement over the useful life of the asset.

Grants received to date and not yet released to income amounted to R499.4 million- (2013: R474.0million), of which R286.5 million refers to unspent grants for capital infrastructure. Further details can be found under note 12 of the Financial Statements.

9.11 ACCUMULATED FUNDS

The University has a total of R1449 million (2013: R1586million) in accumulated funds. Over the last three years the university has shown a steady growth in overall funds in particular in non-restricted funds due to the positive operating results achieved over the last three years. The tables below further illustrate the positive trends.

Table 38: Summary of Funds

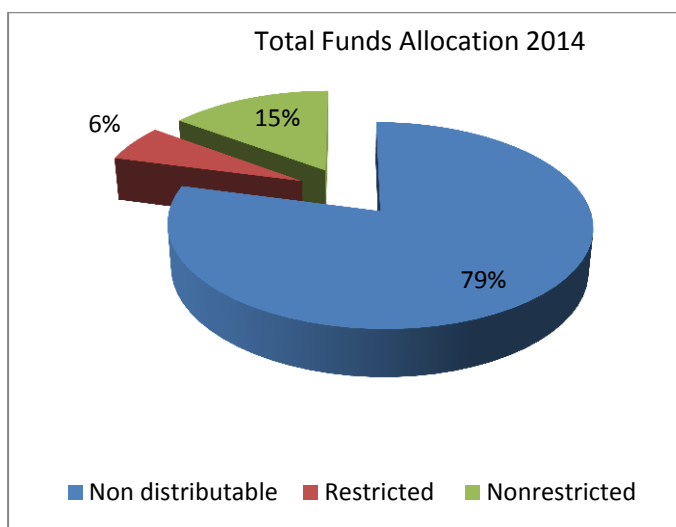
Summary of Funds	2012	2013	2014
	R'000	R'000	R'000
Non distributable	1120 742	1330 215	1146 202
Restricted	81 893	70 572	64 792
Non restricted	82 586	186 089	238 017
Total	1285 221	1586 876	1449 011

Table 39: Funds non distributable

Funds non distributable	2012	2013	2014
	R'000	R'000	R'000
Property, plant and equipment Fund	666 627	683 905	674 345
Revaluation Reserve	288 474	286 217	283 960
Available for sale financial asset reserve	37 114	71 196	81 706
Post-Retirement benefit reserve	128 527	288 897	106 191
Total	1120 742	1330 215	1146 202

Table 40: Restricted Funds

Restricted Funds	2012	2013	2014
	R'000	R'000	R'000
DHET, Trusts, Research an other	72 971	42 604	29 845
Auxilliary Services Funds	8 922	286	7 265
Designated institutional Reserve	-	27 682	27 682
Total	81 893	70 572	64 792



9.12 CONCLUSION

The institution is in a sound financial position and is committed to continuing strengthening this position through continued fiscal discipline and financial oversight. Surpluses have been reflected for three successive years and accumulated funds have also steadily increased.

Although we experienced delays in the infrastructure expansion programme, we are committed to delivery of same and expect the legal delays to be resolved in 2015.

NICA GEVERS
ACTING EXECUTIVE DIRECTOR: FINANCE
 29 June 2015

University of Zululand

Annual financial statements

for the year ended 31 December 2014

Part II

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Council's statement of responsibility for the annual financial statements

for the year ended 31 December 2014

The Council is responsible for the preparation, integrity and fair presentation of the annual financial statements of the University of Zululand, comprising the consolidated statement of financial position at 31 December 2014, and the consolidated statements of comprehensive income, changes in funds and cash flows for the year then ended, and the notes to the financial statements, which include a summary of significant accounting policies and other explanatory notes, in accordance with International Financial Reporting Standards and the manner required by the Minister of Higher Education and Training in terms of the Higher Education Act No. 101 of 1997, as amended.


The Council is also responsible for such internal control as the Council determines appropriate to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and for maintaining adequate accounting records and an effective system of risk management. Council also prepare other information as required to be included in this report and is responsible for both its accuracy and consistency with the financial statements.

The Council has made an assessment of University of Zululand's ability to continue as a going concern and have no reason to believe that the entity will not be a going concern in the year ahead.

The financial statements have been audited by KPMG who was given unrestricted access to all financial records and related data, including the minutes of meetings of the Council. The Council believes that all representations made to the independent auditors during their audit were valid and appropriate. The Auditor is responsible for reporting on whether the consolidated financial statements are fairly presented in accordance with the applicable financial reporting framework.

Approval of consolidated annual financial statements

The consolidated financial statements of the University of Zululand, as identified in the first paragraph, were approved by the Council on 27 June 2015 and signed by



Mr C Gamede
Chairperson of Council
Date: 29 June 2015



Professor X Mtose
Acting Vice-Chancellor
Date: 29 June 2015

Independent Auditor's Report

To the Council of the University of Zululand

Report on the financial statements

We have audited the consolidated financial statements of the University of Zululand as set out on pages 6 to 47 which comprise the consolidated statement of financial position as at 31 December 2014, the consolidated statement of comprehensive income, consolidated changes in funds and consolidated cash flows for the year then ended, and the notes, which include a summary of significant accounting policies and other explanatory information to the financial statements.

Council's responsibility for the financial statements

The Council is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards and the requirements of the Higher Education Act of South Africa, and for such internal control as the Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Public Audit Act of South Africa, the *General Notice* issued in terms thereof and International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, these financial statements present fairly, in all material respects, the consolidated financial position of the University of Zululand as at 31 December 2014, and its consolidated financial performance and consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Higher Education Act of South Africa.

Report on Other Legal and Regulatory Requirements

Public Audit Act Requirements (PAA)

In accordance with the Public Audit Act of South Africa, and the *General Notice* issued in terms thereof, we report the following findings relevant to the reported performance against predetermined objectives, compliance with laws and regulations as well as internal control. We performed tests to identify reportable findings as described under each subheading but not to gather evidence to express assurance on these matters. Accordingly, we do not express an opinion or conclusion on these matters.

Predetermined objectives

We performed procedures to obtain evidence about the reliability of the information in the Vice Chancellor Report on Management and administration of the annual report and reported thereon to the Council.

The reported performance against predetermined objectives was evaluated against the overall criteria of reliability. The reliability of the information in the reported performance against predetermined objectives is assessed to determine whether it is valid, accurate and complete.

We report that there were no material findings on the Vice Chancellor Report on Management and administration concerning the reliability of the information.

Compliance with laws and regulations

We performed procedures to obtain evidence that the University has complied with applicable laws and regulations regarding financial matters, financial management and other related matters. We did not identify any instances of material non-compliance with specific matters in the Higher Education Act of South Africa.

Internal control

We considered internal controls relevant to our audit of the financial statements, Vice Chancellor and Principal's Annual Report to Council and compliance with laws and regulations, but not for the purpose of expressing an opinion on the effectiveness of internal control. We did not identify any deficiencies in internal control that we considered sufficiently significant for inclusion in this report.

Other Reports

Audit-related services

We were engaged to perform the following audit-related services during the year under review:

1. As requested by the National Research Foundation (NRF), engagements were conducted specific to:
 - “Audit Template: All other NRF awards and Audit Template: Grant Deposit”. The report covered the period 01 January 2014 to 31 December 2014 and was issued on 11 March 2015.
 - “National Research Foundation (NRF) THRIP Fund grant” The report covered the period 01 January 2014 to 31 December 2014 and was issued on 11 March 2015.
2. As requested by the Department of Higher Education and Training engagements were conducted specific to:
 - “Report on Clinical Grant Funds”. The report covered the period 01 April 2014 to 31 March 2015 and was issued on 30 April 2015.
 - “Publication Claim Schedule”. The report covered the period 1 January 2014 to 31 December 2014 and was issued on 29 May 2015.
 - “Infrastructure Funding: Invoice Sheet for Individual Projects schedule”. The report covered the period 01 April 2014 to 31 March 2015 and was issued on 29 May 2015.
 - “Teaching Grant Allocation”. The report covered the period 01 April 2014 to 31 March 2015 and was issued on 30 April 2015.
 - “Foundation Commerce and Science Programmes” The report covered the period of 01 January 2014 to 31 December 2014 and was issued on 08 May 2015.
 - “Research Grant Allocation”. The report covered the period 01 April 2014 to 31 March 2015 and was issued on 30 April 2015.

KPMG Inc.



Per P Fay
Chartered Accountant (SA)
Registered Auditor
Director
29 June 2015

University of Zululand

Consolidated Statement of Financial Position

at 31 December 2014

	Notes	2014 R'000	Restated 2013 R'000
Assets			
Non-current assets		1 541 303	1 699 725
Property, plant and equipment	2	991 180	1 005 751
Available-for-sale investments	3	443 932	405 077
Post-retirement benefit surplus	4	106 191	288 897
Current assets		695 442	600 754
Inventories		2 929	2 461
Student and other receivables	6	101 401	261 581
Short-term investments	7	532 735	318 427
Non-current assets held for sale	9	-	97
Cash at bank and on hand	8	58 377	18 188
Total Assets		2 236 745	2 300 479
Funds and liabilities			
Accumulated funds		1 449 011	1 586 876
Non-distributable funds:			
Property, plant and equipment (PPE) fund		674 345	683 905
Revaluation reserve		283 960	286 217
Available-for-sale financial asset reserve		81 706	71 196
Post-retirement benefits reserve		106 191	288 897
Restricted funds designated for specific activities:			
DHET, Trusts, and Research funds		29 845	42 604
Auxiliary student/services funds		7 265	286
Designated institutional reserve		27 682	27 682
Unrestricted funds:			
Accumulated Council-controlled funds		173 186	123 057
UNIZULU Foundation funds		64 831	63 032
Non-current liabilities		638 451	556 682
Interest-bearing borrowings	10	30 049	30 237
Post-retirement obligations	11	125 459	77 947
Deferred government grants	12	482 943	448 498
Current liabilities		149 283	156 921
Trade payable and accrued liabilities	13	37 931	48 994
Current portion of interest-bearing borrowings	10	2 826	5 392
Current portion of deferred government grants	12	16 427	25 468
Employee benefits	14	47 890	37 725
Student deposits		44 209	39 342
Total funds and liabilities		2 236 745	2 300 479

University of Zululand

Consolidated Statement of Comprehensive Income

for the year ended 31 December 2014

		Council Controlled (Unrestricted) R'000	Designated Funds (Restricted) R'000	Sub Total R'000	Auxiliary Services (Restricted) R'000	UNIZULU December 2014 Total R'000	UNIZULU Foundation December 2014 (Restricted) R'000	Consolidate d Total December 2014 R'000	Consolidated Total December 2013 R'000
Income									
Recurrent items	<i>Notes</i>								
State appropriations - Subsidies / grants		384 542	-	384 542	-	384 542	-	384 542	355 828
Tuition and other fee income		272 089	-	272 089	49 064	321 153	-	321 153	296 963
Sale of goods and services		4 998	2	5 000	37 193	42 193	-	42 193	53 573
Private gifts and donations		6 010	57 350	63 360	-	63 360	1 651	65 011	33 771
Other income		8 324	405	8 729	1 095	9 824	633	10 457	12 785
Sub-total		675 963	57 757	733 720	87 352	821 072	2 284	823 356	752 920
Investment income	15	33 084	(4 344)	28 740	-	28 740	3 627	32 367	24 947
Total Recurrent income		709 047	53 413	762 460	87 352	849 812	5 911	855 723	777 867
Recurrent expenditure									
Personnel costs	16	(316 234)	(17 157)	(333 391)	(18 374)	(351 765)	(2 626)	(354 391)	(315 523)
Operating expenses	17	(227 817)	(52 100)	(279 917)	(65 638)	(345 555)	(5 683)	(351 238)	(307 661)
Capital/minor items expensed		(6 669)	(1 973)	(8 642)	(170)	(8 812)	(254)	(9 066)	(10 374)
Depreciation		(35 542)	-	(35 542)	(4 000)	(39 542)	(220)	(39 762)	(37 290)
Sub-total		(586 262)	(71 230)	(657 492)	(88 182)	(745 674)	(8 783)	(754 457)	(670 848)
Surplus before finance costs		122 785	(17 817)	104 968	(830)	104 138	(2 872)	266	107 019
Finance costs	18	(4 033)	-	(4 033)	-	(4 033)	-	(4 033)	(5 555)
Surplus before non-recurrent items		118 752	(17 817)	100 935	(830)	100 105	(2 872)	233	101 464
Non-recurrent items									
Post-retirement benefit deficit	5	(15 125)	-	(15 125)	-	(15 125)	-	(15 125)	(36 136)
Total non-recurrent items		(15 125)	-	(15 125)	-	(15 125)	-	(15 125)	(36 136)
Net surplus for the year carried forward		103 627	(17 817)	85 810	(830)	84 980	(2 872)	82 108	65 328

University of Zululand

Consolidated Statement of Comprehensive Income

for the year ended 31 December 2014

	Notes	Council Controlled R'000	Designated Funds R'000	Sub Total R'000	Auxiliary Services R'000	UNIZULU December 2014 Total R'000	UNIZULU Foundation December 2014 R'000	Consolidat ed Total December 2014 R'000	Consolidated Total December 2013 R'000
Net surplus for the year brought forward		103 627	(17 817)	85 810	(830)	84 980	(2 872)	82 108	65 328
Other comprehensive income									
Items that are or may be reclassified to profit and loss									
Net change in fair value of investments		10 510	-	10 510	-	10 510	4 671	15 181	41 714
Items that will never be reclassified to profit or loss									
Post-retirement benefit surplus	5	-	(235 154)	(235 154)	-	(235 154)	-	(235 154)	194 612
Total other comprehensive (loss) / income		10 510	(235 154)	(224 644)	-	(224 644)	4 671	(219 973)	236 326
Total comprehensive (loss) / income		114 137	(252 971)	(138 834)	(830)	(139 664)	1 799	(137 865)	301 654

University of Zululand

Consolidated Statement of Changes in Funds

for the year ended 31 December 2014

	Non Distributable Funds				Designated for Specific Activities			Unrestricted Funds		Total Funds
	Property, plant and equipment Funds (PPE) Restricted	Revaluation Reserve Restricted	Available for Sale Reserve Restricted	Post-Retirement Benefits - Reserve Restricted	DHET / Research & Trust Funds Restricted	Designated Institutional Reserve Restricted	Auxiliary / Student Services Funds Restricted	Council Controlled Accumulated Funds Unrestricted Funds	UNIZULU Foundation Unrestricted Funds	Total Funds
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Fund Balances at 1 January 2014	683 905	286 217	71 196	288 897	42 604	27 682	286	123 057	63 032	1 586 876
Net surplus for the year	-	-	-	-	8 330	-	6 979	69 671	(2 872)	82 108
Total other comprehensive income	-	-	10 510	(182 706)	-	-	-	(52 448)	4 671	(219 973)
Transfers between Funds (Asset additions)	25 191	-	-	-	(21 089)	-	-	(4 102)	-	-
Funds movements (Asset depreciation)	(39 762)	-	-	-	-	-	-	39 762	-	-
Loan repayments	2 754	-	-	-	-	-	-	(2 754)	-	-
Release to Accumulated Funds	2 257	(2 257)	-	-	-	-	-	-	-	-
Fund Balances at 31 December 2014	674 345	283 960	81 706	106 191	29 845	27 682	7 265	173 186	64 831	1 449 011

University of Zululand

Consolidated Statement of Changes in Funds

for the year ended 31 December 2014

	Non Distributable Funds			Designated for Specific Activities				Unrestricted Funds		Total Funds
	Property, plant and equipment Funds (PPE) Restricted	Revaluation Reserve	Available for Sale Reserve	Post-Retirement Benefits - Reserve	DHET / Research & Trust Funds	Designated Institutional Reserve	Auxiliary / Student Services Funds	Council Controlled Accumulated Funds	UNIZULU Foundation	Total Funds
	<i>Restricted</i>	<i>Restricted</i>	<i>Restricted</i>	<i>Restricted</i>	<i>Restricted</i>	<i>Restricted</i>	<i>Restricted</i>	<i>Unrestricted Funds</i>	<i>Unrestricted Funds</i>	
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Fund Balances at 1 January 2013	666 627	288 474	37 114	128 527	72 971	-	8 922	31 682	50 904	1 285 221
Net surplus for the year	-	-	-	-	(9 490)	-	193	73 578	1 047	65 328
Total other comprehensive income	-	-	34 082	160 307	-	-	-	34 242	7 632	236 326
Transfers between Funds (Asset additions)	49 202	-	-	-	(20 877)	-	(3 759)	(23 661)	(905)	-
Transfers between Funds (Asset depreciation)	(37 290)	-	-	-	-	-	-	37 290	-	-
Funds movements	3 109	-	-	-	-	-	(5 378)	(2 084)	4 353	-
Earmarked Funds movement / adjustment	-	-	-	-	-	27 682	308	(27 990)	-	-
Release to Accumulated Funds	2 257	(2 257)	-	-	-	-	-	-	-	-
Fund Balances at 31 December 2013	683 905	286 217	71 196	288 897	42 604	27 682	286	123 057	63 032	1 586 876

University of Zululand

Consolidated Statement of Cash Flows

for the year ended 31 December 2014

	<i>Note</i>	2014 R'000	2013 R'000
Cash generated by operations	21	267 629	67 771
Investment income		22 309	18 186
Finance costs		(4 033)	(5 555)
Net cash inflow operating activities		285 905	80 402
Cash flows from investing activities			
Purchase of property, plant and equipment		(25 094)	(49 202)
Purchase of investments	3	(47 869)	(206 713)
Proceeds from disposal of investments		44 309	63 205
Net cash outflow from investing activities		(28 654)	(192 710)
Cash flows outflow from financing activities			
Decrease in interest bearing borrowing		(2 754)	(3 109)
Net cash outflow from financing activities		(2 754)	(3 109)
Net (decrease) / increase in cash and cash equivalents		254 497	(115 417)
Cash and cash equivalents at the beginning of the year		336 615	452 032
Cash and cash equivalents at the end of the year*		591 112	336 615

*Cash and cash equivalents consist of cash at bank and on hand and short term investments.

University of Zululand

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.1 Reporting entity

The University of Zululand (the “University”) is an educational institution domiciled in the Republic of South Africa. The address of the University’s registered office is Mvuzemvuze Road, KwaDlangezwa, 3886, South Africa. The consolidated financial statements of the University as at and for the year ended 31 December 2014 comprise the University and its subsidiary, the University of Zululand Foundation.

Where reference is made to the financial statements in the accounting policies, it should be interpreted as referring to the consolidated financial statements where the context requires, unless otherwise noted.

1.2 Basis of preparation

a) Statement of compliance

The financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) and in the manner required by the Minister of Higher Education and Training in terms of Section 41 of the Higher Education Act, (No. 101 of 1997) as amended.

The financial statements were approved by the Council on 27 June 2015.

b) Basis of measurement

The financial statements have been prepared on the historical cost basis except for the following material items in the statement of financial position:

- Available-for-sale financial assets are measured at fair value
- The defined benefit asset is recognised as the net total of the plan assets, plus unrecognised past service cost and unrecognised actuarial losses, less unrecognised actuarial gains and the present value of the defined benefit obligation.
- Land and buildings are measured at fair value

c) Functional and presentation currency

These financial statements are presented in South African Rands, which is the University’s functional currency. All financial information presented in South African Rands has been rounded to the nearest thousand.

d) Use of estimates and judgements

The preparation of the consolidated financial statements in conformity with IFRS requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimate are recognised prospectively.

Judgements

Information about judgements made in applying accounting policies that have the most significant effect on the amounts recognised in the consolidated financial statements are included in the following notes:

Note 10 – Lease classification

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.2 Basis of preparation (continued)

d) Use of estimates and judgements (continued)

Information about assumptions and estimation uncertainties that have the most significant effect on the amounts recognised in the consolidated financial statements are included in the following notes:

Note 4 – Measurement of defined benefit surplus: key actuarial assumptions

Note 6 – Impairment test: key assumptions underlying recoverable amounts

Note 11 – Measurement of defined benefit obligation: key actuarial assumptions

Note 20 – Recognition and measurement of contingencies and commitments: key assumptions about the likelihood and magnitude of an outflow of resources

1.3 Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these consolidated financial statements and in preparing the opening IFRS statement of financial position at 1 January 2013 for the purposes of the transition to IFRSs, unless otherwise indicated.

a) Basis of consolidation

i) *Subsidiaries*

Subsidiaries are those entities controlled by the University. An investor controls an investee when it is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. The financial statements of subsidiaries are included in the consolidated financial statements from the date that control commenced until the date that control ceases.

ii) *Transactions eliminated on consolidation*

Intra-group balances and transactions, and any unrealised income and expenses arising from intra-group transactions, are eliminated in preparing the consolidated financial statements.

b) Financial instruments

i) *Non-derivative financial assets*

The University initially recognises loans and receivables and deposits on the date that they are originated. All other financial assets (including assets designated at fair value through profit or loss) are recognised initially on the trade date at which the University becomes a party to the contractual provisions of the instrument.

The University derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the University is recognised as a separate asset or liability.

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the University has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

The University has the following non-derivative financial assets: financial assets at fair value through profit or loss, held-to-maturity financial assets, loans and receivables and available-for-sale financial assets.

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

b) Financial instruments (continued)

Financial assets at fair value through profit or loss

A financial asset is classified at fair value through profit or loss if it is classified as held for trading or is designated as such upon initial recognition. Financial assets are designated at fair value through profit or loss if the University manages such investments and makes purchase and sale decisions based on their fair value in accordance with the University's documented risk management or investment strategy. Upon initial recognition attributable transaction costs are recognised in profit or loss as incurred. Financial assets at fair value through profit or loss are measured at fair value, and changes therein are recognised in profit or loss.

Held-to-maturity financial assets

If the University has the positive intent and ability to hold debt securities to maturity then such financial assets are classified as held-to-maturity. Held-to-maturity financial assets are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition held-to-maturity financial assets are measured at amortised cost using the effective interest method, less any impairment losses. Any sale or reclassification of a more than insignificant amount of held-to-maturity investments not close to their maturity would result in the reclassification of all held-to-maturity investments as available for sale, and prevent the University from classifying investment securities as held-to-maturity for the current and the following two financial years.

Loans and receivables

Loans and receivables are financial assets with fixed or determinable payments that are not quoted in an active market. Such assets are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition loans and receivables are measured at amortised cost using the effective interest method, less any impairment losses.

Loans and receivables comprise student loans, fees and other receivables (see note 6).

Cash and cash equivalents

In the statement of cash flows, cash and cash equivalents includes cash balances and call deposits (short term investments) with original maturities of three months or less. Bank overdrafts that are repayable on demand and form an integral part of the University's cash management are included as a component of cash and cash equivalents for the purpose of the statement of cash flows.

Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that are designated as available-for-sale and that are not classified in any of the previous categories. The University's investments in equity securities and certain debt securities are classified as available-for-sale financial assets. Subsequent to initial recognition, they are measured at fair value and changes therein, other than impairment losses, are recognised in other comprehensive income and presented within equity in the available-for-sale financial asset reserve. When an investment is derecognised, the cumulative gain or loss in other comprehensive income is transferred to accumulated funds.

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

b) Financial instruments (continued)

Non-derivative financial liabilities

The University initially recognises debt securities issued and subordinated liabilities on the date that they are originated. All other financial liabilities are recognised initially on the trade date at which the University becomes a party to the contractual provisions of the instrument.

The University derecognises a financial liability when its contractual obligations are discharged or cancelled or expire.

The University has the following non-derivative financial liabilities: loans and borrowings, bank overdrafts, and trade and other payables.

Such financial liabilities are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition these financial liabilities are measured at amortised cost using the effective interest method.

c) Property, plant and equipment

(i) Recognition and measurement

Land and buildings are stated at fair value. These items are revalued by external, independent property valuers having appropriate recognised professional qualifications and experience in the category of property being valued. The independent valuers provide the fair value of the University's property at least once every five years using the open market value basis in continuation of existing use for land and buildings and furniture and equipment. The last valuation took place in 2010.

Any surplus on revaluation, in excess of net carrying value, is recognised as a gain in other comprehensive income and transferred to a revaluation reserve. Surpluses on revaluation are recognised as income to the extent that they reverse revaluation decreases of the same assets recognised as expenses in previous periods. Deficits on revaluation are charged directly against the revaluation reserves only to the extent that the decrease does not exceed the amount held in the revaluation reserve in respect of that same asset. Other deficits are recognised as expenses.

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Capital work in progress mainly relates to buildings under construction. These are transferred to buildings on completion.

Cost includes expenditures that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Assets costing R15 000 or less are not capitalised. Library books, journals and collections are written off in the year of acquisition.

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

c) Property, plant and equipment (continued)

(i) Recognition and measurement (continued)

Gains and losses on disposal of property, plant and equipment are determined by comparing the carrying value of the respective assets at disposal to the proceeds on their disposal and are accounted for in the consolidated statement of comprehensive income.

(ii) Subsequent costs

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the University and its cost can be measured reliably. The costs of the day-to-day servicing of property, plant and equipment are recognised in the consolidated statement of comprehensive income as incurred.

(iii) Depreciation

Depreciation is recognised in the consolidated statement of comprehensive income on a straight-line basis over the estimated useful lives of each part of an item of property, plant and equipment. Leased assets are depreciated over the shorter of the lease term and their useful lives. Land is not depreciated.

The estimated useful lives for the current and comparative periods are as follows:

- | | |
|---------------------------|-------------|
| • Buildings | 10-50 years |
| • Furniture and equipment | 5-10 years |
| • Computer equipment | 3-10 years |
| • Motor vehicles | 5 years |

Depreciation methods, useful lives and residual values are reviewed of each reporting date and adjusted if appropriate.

d) Leased assets

Leases in terms of which the University assumes substantially all the risks and rewards of ownership are classified as finance leases. Upon initial recognition the leased asset is measured at an amount equal to the lower of its fair value and the present value of the minimum lease payments. Subsequent to initial recognition, the asset is accounted for in accordance with the accounting policy applicable to that asset.

Other leases are operating leases and the leased assets are not recognised in the University's statement of financial position.

Refer to accounting policy 1.3 (k) for lease payments.

e) Inventories

Inventories are measured at the lower of cost and net realisable value. The cost of inventories is based on the weighted average cost principle, and includes expenditure incurred in acquiring the inventories, production or conversion costs and other costs incurred in bringing them to their existing location and condition.

Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling expenses. Redundant and slow moving inventories are identified and written down to their estimated economic or realisable values.

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

f) Impairment

(i) Non – derivative financial assets (including receivables)

A financial asset not measured at fair value through profit or loss is assessed at each reporting date to determine whether there is objective evidence that it is impaired. A financial asset is impaired if objective evidence indicates that a loss event has occurred after the initial recognition of the asset, and that the loss event had a negative effect on the estimated future cash flows of that asset that can be measured reliably.

Objective evidence that financial assets (including equity securities) are impaired can include default or delinquency by a debtor, restructuring of an amount due to the University on terms that the University would not consider otherwise, indications that a debtor or issuer will enter bankruptcy, or the disappearance of an active market for a security. In addition, for an investment in an equity security, a significant or prolonged decline in its fair value below its cost is objective evidence of impairment.

The University considers evidence of impairment for receivables and held-to-maturity investment securities at both a specific asset and collective level. All individually significant receivables and held-to-maturity investment securities are assessed for specific impairment. All individually significant receivables and held-to-maturity investment securities found not to be specifically impaired are then collectively assessed for any impairment that has been incurred but not yet identified. Receivables and held-to-maturity investment securities that are not individually significant are collectively assessed for impairment by grouping together receivables and held-to-maturity investment securities with similar risk characteristics.

In assessing collective impairment the University uses historical trends of the probability of default, timing of recoveries and the amount of loss incurred, adjusted for management's judgement as to whether current economic and credit conditions are such that the actual losses are likely to be greater or less than suggested by historical trends.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the asset's original effective interest rate. Losses are recognised in profit or loss and reflected in an allowance account against receivables. Interest on the impaired asset continues to be recognised through the unwinding of the discount. When a subsequent event causes the amount of impairment loss to decrease, the decrease in impairment loss is reversed through profit or loss.

Impairment losses on available-for-sale investment securities are recognised by transferring the cumulative loss that has been recognised in other comprehensive income, and presented in the available-for-sale financial asset reserve in funds, to profit or loss. The cumulative loss that is removed from other comprehensive income and recognised in profit or loss is the difference between the acquisition cost, net of any principal repayment and amortisation, and the current fair value, less any impairment loss previously recognised in profit or loss. Changes in impairment allowances attributable to time value are reflected as a component of interest income.

If, in a subsequent period, the fair value of an impaired available-for-sale debt security increases and the increase can be related objectively to an event occurring after the impairment loss was recognised in profit or loss, then the impairment loss is reversed, with the amount of the reversal recognised in profit or loss. However, any subsequent recovery in the fair value of an impaired available-for-sale equity security is recognised in other comprehensive income.

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

f) Impairment (continued)

(ii) Non-financial assets

The carrying amount of the University's non-financial assets, other than inventories, are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated.

The recoverable amount of an asset is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

An impairment loss is recognised if the carrying amount of an asset exceeds its estimated recoverable amount. Impairment losses are recognised in profit or loss.

g) Non-current assets held for sale

Non-current assets that are expected to be recovered primarily through sale rather than through continuing use, are classified as held for sale. Immediately before classification as held for sale, the assets are re-measured in accordance with the University's accounting policies. Thereafter generally the assets are measured at the lower of their carrying amount and fair value less cost to sell. Impairment losses on initial classification as held for sale and subsequent gains or losses on re-measurement are recognised in profit or loss. Gains are not recognised in excess of any cumulative impairment loss.

h) Employee benefits

(i) Defined contribution plans

Obligations for contributions to defined contribution plans are expensed as the related service is provided. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in future payments is available.

(ii) Defined benefit plans

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. The University's net obligation in respect of defined benefit pension plans is calculated separately for each plan by estimating the amount of future benefit that employees have earned in return for their service in the current and prior periods; that benefit is discounted to determine its present value. Any unrecognised past service costs and the fair value of any plan assets are deducted. The discount rate is the yield at the reporting date on risk-free Government bonds that have maturity dates approximating the terms of the University's obligations and that are denominated in the same currency in which the benefits are expected to be paid. The calculation is performed annually by a qualified actuary using the projected unit credit method. In order to calculate the present value of economic benefits, consideration is given to any minimum funding requirements that apply to any plan in the University. An economic benefit is available to the University if it is realisable during the life of the plan, or on settlement of the plan liabilities.

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

h) Employee benefits (continued)

(ii) *Defined benefit plans (continued)*

Remeasurements of the net defined benefit liability, which comprise actuarial gains and losses, the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest), are recognised immediately in other comprehensive income. The University determines the net interest expense (income) on the net defined benefit liability (asset) for the period by applying the discount rate used to measure the defined benefit obligation at the beginning of the annual period to the then net defined benefit liability (asset), taking into account any changes in the net defined benefit liability (asset) during the period as a result of contributions and benefit payments. Net interest expense and other expenses related to defined benefit plans are recognised in profit or loss.

When the benefits of the plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in profit or loss. The University recognises gains or losses on the settlement of the defined benefit plan when the settlement occurs.

(iii) *Post retirement obligation*

The University provides post retirement medical benefits to qualifying members of staff who retire either through age or medical grounds, by means of a defined benefit medical aid scheme. The entitlement to these benefits is based on, either the staff members' super-annuation or remaining in service to retirement age.

The anticipated cost of these benefits is assessed by qualified actuaries and contributions are made to the relevant funds over the expected service life of the staff members entitled to those funds.

(iv) *Termination benefits*

Termination benefits are recognised as an expense when the University is committed (without realistic possibility of withdrawal) to a formal detailed plan to either terminate employment before the normal retirement date, or to provide termination benefits as a result of an offer made to encourage voluntary redundancy. Termination benefits for voluntary redundancies are recognised as an expense if the University has made an offer of voluntary redundancy, it is probable that the offer will be accepted, and the number of acceptances can be estimated reliably. If benefits are payable more than 12 months after the reporting period, then they are discounted to their present value.

(v) *Short-term benefits*

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided.

A liability is recognised for the amount expected to be paid under short-term cash bonus if the University has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

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

University of Zululand

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

i) Income recognition

i) State subsidy

State appropriations for general purposes are recognised as income in the financial year to which the subsidy relates.

If the funding is provided in advance of the specified requirement, (i.e. the University does not have immediate legal entitlement to it) the relevant amount is deferred and recognised in the applicable period.

ii) Special designated income

Income received for designated specific purposes arises from contracts and grants. In all cases, any such income is recognised in the consolidated statement of comprehensive income in the financial period in which the institution becomes entitled to the use of these funds.

Funds received, which the University cannot use until some specified future period or occurrence, are held in an appropriate fund until the financial period in which the funds can be used, at which time the amount is recognised as income. If the funds are returnable to their source in the absence of the event or occurrence, these funds are designated as deferred income and disclosed on the statement of financial position under current liabilities. Where funds received are not controlled by the University, or where the University is required to report to third parties regarding the usage of such funds or where the University acts as a custodian of those funds, this is not recognised as revenue and is disclosed on the consolidated statement of financial position under current liabilities.

iii) Tuition fees

Tuition fees are brought into income in the period to which they relate and at the time these are formally billed.

iv) Sale of goods

Revenue is recognised when the significant risks and rewards of ownership have been transferred to the customer, recovery of the consideration is probable, the associated costs and possible return of goods can be estimated reliably, there is no continuing management involvement with the goods, and the amount of revenue can be measured reliably. Revenue is measured net of returns, trade discounts and volume rebates.

The timing of the transfer of risks and rewards varies depending on the individual terms of the sales agreement.

j) Government grants

An unconditional government grant or subsidy is recognised in profit or loss for the year when the grant becomes receivable.

Other government grants are recognised initially as deferred income at fair value when there is reasonable assurance that they will be received and the University will comply with the conditions associated with the grant. Grants that compensate the University for expenses incurred are recognised in profit or loss as other income on a systematic basis in the same periods in which the expenses are recognised. Grants that compensate the University for the cost of an asset are recognised in profit or loss on a systematic basis over the useful life of the asset.

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

k) Lease payments

Payments made under operating leases are recognised in profit or loss on a straight-line basis over the term of the lease. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

Minimum lease payments made under finance leases are apportioned between the finance expense and the reduction of the outstanding liability. The finance expense is allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Contingent lease payments are accounted for by revising the minimum lease payments over the remaining term of the lease when the lease adjustment is confirmed.

Determining whether an arrangement contains a lease

At inception of an arrangement, the University determines whether such an arrangement is or contains a lease. A specific asset is the subject of a lease if fulfilment of the arrangement is dependent on the use of that specified asset. An arrangement conveys the right to use the asset if the arrangement conveys to the University the right to control the use of the underlying asset.

At inception or upon reassessment of the arrangement, the University separates payments and other consideration required by such an arrangement into those for the lease and those for other elements on the basis of their relative fair values. If the University concludes for a finance lease that it is impracticable to separate the payments reliably, an asset and a liability are recognised at an amount equal to the fair value of the underlying asset. Subsequently the liability is reduced as payments are made and an imputed finance charge on the liability is recognised using the University's incremental borrowing rate.

Refer to 1.3 (d) for leased assets.

l) Finance income and finance costs

Finance income comprises interest income on funds invested (including available-for-sale financial assets), gains on the disposal of available-for-sale financial assets, and changes in the fair value of financial assets through profit or loss. Interest income is recognised as it accrues in profit or loss, using the effective interest method.

Finance costs comprise interest expense on borrowings, changes in the fair value of financial assets at fair value through profit or loss, and impairment losses recognised on financial assets.

m) Income tax

The University of Zululand is exempt from South African normal taxation in terms of Section 101(1)(cA)(i) of the Income Tax Act and therefore no provision has been made for taxation.

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

n) Fund categories

The consolidated statement of comprehensive income is prepared on a segmented reporting basis in the manner required by the Minister of Higher Education and Training in terms of section 41 of the Higher Education Act, 1997 (Act No. 101 of 1997), as amended. Income shown as Council Controlled relates to funds over which the Council has legal control and discretionary control. Income shown as Specifically Funded Restricted relates to funds generated in terms of legally enforceable requirements by the donor or grantor. Income shown as Student Residence Restricted relates to revenue generated from student accommodation fees. Management continuously reviews the classification of the various funds and periodically reclassifies them, where deemed appropriate, for changes in the circumstances and conditions relating to them.

The consolidated statement of changes in funds is grouped according to the same criteria as the consolidated statement of comprehensive income and also includes a property, plant and equipment fund, revaluation reserve fund, pension fund reserve and an available for sale financial asset reserve. Funds for the acquisition of property, plant and equipment are transferred to the property, plant and equipment fund, which thereafter includes the funds representing the carrying value of the items of property, plant and equipment. The post-retirement benefits reserve includes the gains and losses on the pension fund. The available for sale financial asset reserve includes those gains and losses on investments that are not recognised in the statement of comprehensive income. These gains and losses arise as a result of movements in the difference between the cost and the fair value of the investments. The restricted funds designated for specific activities represent the unspent portion of funds received which the University has an obligation to spend in terms of a mandate. The revaluation reserve fund relates to a revaluation of property, plant and equipment. The revaluation reserve is released to accumulated funds on a systematic basis over the assets useful lives.

o) Determination of fair values

A number of the accounting policies and disclosures require the determination of fair value, for both financial and non-financial assets and liabilities. Fair values have been determined for measurement and/or disclosure purposes based on the following methods. When applicable, further information about the assumptions made in determining fair values is disclosed in the notes specific to that asset or liability.

(i) *Property, plant and equipment*

The market value of property is the estimated amount for which a property could be exchanged on the date of valuation between a willing buyer and a willing seller in an arm's length transaction after proper marketing wherein the parties had each acted knowledgeably and willingly. The fair value of items of plant, equipment, fixtures and fittings is based on the market approach and cost approaches using quoted market prices for similar items when available and replacement cost when appropriate.

(ii) *Investments in equity and debt securities*

The fair value of financial assets at fair value through profit or loss, held-to-maturity investments and available-for-sale financial assets is determined by reference to their quoted closing bid price at the reporting date. The fair value of held-to-maturity investments is determined for disclosure purposes only.

Notes to the consolidated financial statements

for the year ended 31 December 2014

1.3 Significant accounting policies (continued)

p) Determination of fair values (continued)

(iii) Student and other receivables

The fair value of student and other receivables is estimated as the present value of future cash flows, discounted at the market rate of interest at the reporting date. This fair value is determined for disclosure purposes.

(iv) Non - derivative financial liabilities

Fair value, which is determined for disclosure purposes, is calculated based on the present value of future principal and interest cash flows, discounted at the market rate of interest at the reporting date. For finance leases the market rate of interest is determined by reference to similar lease agreements.

Refer to 1.2 (d) for accounting policy relating to significant estimates and judgements.

(iv) Fair value hierarchy

When measuring the fair value of an asset or a liability, the Group uses market observable data as far as possible. Fair values are categorised into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows.

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2: inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs).

If the inputs used to measure the fair value of an asset or a liability might be categorised in different levels of the fair value hierarchy, then the fair value measurement is categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

University of Zululand

Notes to the consolidated financial statements

for the year ended 31 December 2014

2 Property, plant and equipment

	Land R'000	Buildings R'000	Furniture & Equipment R'000	Data & Computer Equipment R'000	Motor Vehicles R'000	Non- Current Assets Held for Sale	Total R'000
As at 31 December 2014:							
Cost or Valuation	11 075	1 038 426	52 924	36 452	4 871	97	1 143 845
Accumulated Depreciation	-	(99 865)	(30 310)	(18 224)	(4 266)	-	(152 665)
Carrying Value	11 075	938 561	22 614	18 228	605	97	991 180
Movements for the year 2014:							
Opening Carrying Value	11 075	956 840	19 638	17 159	1 039	-	1 005 751
Additions	-	5 047	10 576	9 471	-	-	25 094
Transfers from non-current assets held for sale	-	-	-	-	-	97	97
Depreciation charge	-	(23 326)	(7 600)	(8 402)	(434)	-	(39 762)
Closing Carrying Value	11 075	938 561	22 614	18 228	605	97	991 180
As at 31 December 2013:							
Cost or Valuation	11 075	1 033 379	42 395	26 982	4 870	-	1 118 701
Accumulated Depreciation	-	(76 539)	(22 757)	(9 823)	(3 831)	-	(112 950)
Carrying Value	11 075	956 840	19 638	17 159	1 039	-	1 005 751
Movements for the year 2013:							
Additions	11 075	960 889	11 657	9 106	1 112	-	993 839
Depreciation charge	-	19 022	15 682	14 048	450	-	49 202
Transfers	-	(23 071)	(7 701)	(5 995)	(523)	-	(37 290)
Closing Carrying Value	11 075	956 840	19 638	17 159	1 039	-	1 005 751

University of Zululand

Notes to the consolidated financial statements

for the year ended 31 December 2014

2 Property, plant and equipment (continued)

The carrying amount that would have been recognised had the buildings that were revalued to R 846 752 had the assets been carried under the cost model would be R 498 301.

A register of land and buildings is available for inspection at the University's business address.

The land on which the buildings on KwaDlangezwa, Empangeni and Mtunzini are situated does not belong to the University. The University has the right of use of this land from the Department of Public Works.

A new campus was erected by the University during the 2009 financial year in Richards Bay. The land on which the campus is situated belongs to the University. Land comprises erf 16855, Portion 42 (of 25) of erf 11161, Richards Bay. The University is not permitted to dispose of, or otherwise alienate, its land and buildings without the prior approval of the Minister of Higher Education and Training.

Buildings erected at KwaDlangezwa comprise the following: lecture theatres, library, administration offices, student residences, staff housing and utilities. Property, plant and equipment includes capitalised finance lease assets (note 10).

University of Zululand

Notes to the consolidated financial statements

for the year ended 31 December 2014

	2014 R'000	2013 R'000
3 Available-for-sale investments		
Listed equities	326 224	325 040
Money market	25 053	17 324
International investments	60 289	49 326
	<u>411 566</u>	<u>391 690</u>
Held to maturity investments		
Fixed income investments	32 366	13 387
	<u>32 366</u>	<u>405 077</u>
Investments reconciliation		
Opening balance	405 077	206 334
Additions	47 869	206 713
Disposals	(34 252)	(56 445)
Revaluations	25 238	48 475
Closing balance	<u>443 932</u>	<u>405 077</u>

Investments held by the University of Zululand Foundation are invested on a long-term basis in order to obtain reasonable growth and revenue returns.

Investments including listed equities, international investments, fixed income instruments and money market investments are stated at fair value.

Portfolio UNI 005 in listed equities has been ceded to the Development Bank of Southern Africa (DBSA) to the value of R 8 040 340. Refer to note 10.

4 Post-retirement benefit surplus

	2014 R'000	2013 R'000
Pension fund (Note 4.1)	106 191	286 678
Provident fund (Note 4.2 and Note 11)	-	2 219
	<u>106 191</u>	<u>288 897</u>

4.1 Pension Fund

The University's obligation towards the post-retirement pension fund benefit was actuarially calculated as at 31 December 2014 by ABSA Consultants and Actuaries and is disclosed in accordance with *International Accounting Standard 19: Employee Benefits*, as follows:-

	2014 R'000	2013 R'000
Consolidated statement of financial position		
Present value of funded obligations	(723 355)	(465 845)
Fair value of plan assets (Note 4.3)	829 546	752 523
Present value of net surplus	<u>106 191</u>	<u>286 678</u>

University of Zululand

Notes to the consolidated financial statements

for the year ended 31 December 2014

4 Post-retirement benefit surplus (continued)

4.1 Pension Fund (continued)

	2014 R'000	2013 R'000
Consolidated statement of comprehensive income		
Service cost	(26 116)	(27 698)
Interest cost	(42 552)	(40 795)
Expected return on plan assets	69 023	50 543
Amount recognised in the net surplus	355	(17 950)
Actuarial (losses)/gains	(212 087)	86 035
Return on plan assets	18 273	78 724
Amount recognised in other comprehensive income	(193 814)	164 759
Total amount recognised in Consolidated Statement of Comprehensive Income	(193 459)	146 809
Reconciliation of movement in the net asset recognised in the consolidated statement of financial position		
Balance at the beginning of the year	286 678	128 527
Employer contributions during the year	12 972	11 342
Total amount recognised in Consolidated Statement of Comprehensive Income	(193 459)	146 809
Balance at the end of the year	106 191	286 678
Key Valuation Assumptions		
Discount rate	8.70%	9.23%
Expected return on assets	8.70%	9.23%
Salary Increase rate	8.88%	7.90%
Pension Increase rate	4.05%	4.54%
General inflation rate	6.88%	6.90%

Sensitivity analysis

Reasonably possible changes at the reporting date to one of the relevant actuarial assumptions, holding other assumptions constant, would have affected the defined benefit plan by the amounts shown below.

31 December 2014	Increase R'000	Decrease R'000
Discount rate (1% movement)	(101 270)	128 034
Salary inflation (1% movement)	27 485	(36 981)

The defined benefit plans are administered by the board of trustees. The board of trustees of the pension and provident funds are required by law to act in the best interests of the plan participants and is responsible for setting certain policies (e.g. investment, contribution and indexation policies) of the fund.

The trustees of the pension and provident fund approved the allocation of a portion of the available surplus to the employer. This decision led to the recognition criteria of an asset being met and thus the recognition of a pension fund asset. In accordance with IAS 19: Employee Benefits, the asset is measured at the lower of the surplus in the defined benefit plan and the asset ceiling.

These defined benefit plans expose the University to actuarial risks, such as longevity risk, currency risk, interest rate risk and market (investment) risk.

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4 Post-retirement benefit surplus (continued)

4.2 Provident fund

The University's obligation towards the post-retirement provident fund benefits was actuarially calculated as at 31 December 2014 by ABSA Consultants and Actuaries and is disclosed in accordance with IAS 19: Employee Benefits, as follows:-

	2014 R'000	2013 R'000
Consolidated statement of financial position		
Present value of funded obligations	(123 099)	(87 932)
Fair value of plan assets (Note 4.3)	81 568	90 151
Present value of net (deficit) / surplus	(41 531)	2 219
Consolidated Statement of Comprehensive Income		
Service cost	(6 520)	(8 300)
Interest cost	(7 681)	(7 238)
Expected return on plan assets	7 718	6 122
Contribution by members	-	-
Amount recognised in the net surplus	(6 483)	(9 416)
Actuarial (losses) / gains	(37 488)	11 943
Return on plan assets	(2 558)	9 304
Amount recognised in other comprehensive income	(40 046)	21 247
Total amount recognised in the Consolidated Statement of Comprehensive Income	(46 529)	11 831
Reconciliation of movement in the net asset recognised in the consolidated statement of financial position		
Balance at the beginning of the year	2 219	(12 376)
Employer contributions during the year	2 779	2 764
Amount recognised in Consolidated Statement of Comprehensive Income	(46 529)	11 831
Balance at the end of the year	(41 531)	2 219
Key Valuation Assumptions		
Discount Rate	8.70%	9.23%
Expected return on assets	8.70%	9.23%
Salary Increase rate	8.88%	7.90%
Pension Increase rate	4.05%	4.54%
General inflation rate	6.88%	6.90%
Sensitivity analysis		
31 December 2014	Increase R'000	Decrease R'000
Discount rate (1% movement)	(18 834)	24 127
Salary inflation (1% movement)	8 740	(7 632)

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4 Post-retirement benefit surplus (continued)

4.3 Plan assets comprise:

	Pension fund 2014 R'000	Provident fund 2014 R'000	Pension fund 2013 R'000	Provident fund 2013 R'000
Listed equities	472 046	43 404	432 090	50 030
Capital market	69 823	-	43 547	11 644
International investments	135 198	-	117 646	-
Money market	139 967	38 164	149 676	28 477
Property market	12 422	-	9 564	50 030
Total plan assets as at 31 December 2014	829 456	81 568	752 523	90 151

5 Total amount recognised in profit or loss as at 31 December 2014

	2014 R'000	2013 R'000
Pension fund (note 4.1)	355	(17 950)
Provident fund (note 4.2)	(6 483)	(9 416)
Medical aid (note 11)	(8 997)	(8 770)
	(15 125)	(36 136)

Total amount recognised in other comprehensive income as at 31 December 2014

	2014 R'000	2013 R'000
Pension fund (note 4.1)	(193 814)	164 759
Provident fund (note 4.2)	(40 046)	21 247
Medical aid (note 11)	(1 294)	8 606
	(235 154)	194 612

6 Student and other receivables

	2014 R'000	2013 R'000
Student debtors	144 460	246 993
Less: allowance for impairment losses	(112 719)	(85 567)
Net student receivables	31 741	161 426
NSFAS and other bursaries receivable	62 437	92 362
Loan to employees	1 577	1 203
Other receivables	5 646	6 590
	101 401	261 581

Student fee debt is non-interest bearing, and minimum payments are required on registration and on subsequent prescribed dates as published in the University's fee handbook. The portion of student debt, which is considered irrecoverable after taking into account collections subsequent to year end and historic patterns of collection by the University as well as by professional debt collectors, is included in the allowance for impairment losses. The impairment takes into account the present value of future expected cash flows. The carrying amounts approximate the fair value. Movement in the allowance for impairment of student debtors were as follows:

	2014 R'000	2013 R'000
Allowance for impairment losses		
At 1 January	85 567	98 787
Charge for the year	27 152	(13 220)
At 31 December	112 719	85 567

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6 Student and other receivables (continued)

Student debtor balances	2014			2013		
	R'000	R'000		R'000	R'000	
	Balance	Impairment	Net	Balance	Impairment	Net
Past due date -1 year	31 741	-	31 741	56 018	-	56 018
Past due date -2 years	18 720	(18 720)	-	86 076	(15 190)	70 886
Past due date -3 years and earlier	93 999	(93 999)	-	104 899	(70 377)	34 522
	144 460	(112 719)	31 741	246 993	(85 567)	161 426
				2014		2013
				R'000		R'000

7 Short term investments

Classified as available for sale	532 735	318 427
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Interest-bearing-available-for-sale financial assets, earning interest at rates between 4 to 8 percent (2013: 4 to 8 percent). Short term investments consist of investments in money market, cash deposits and fixed maturity notices.

	2014	2013
	R'000	R'000
8 Cash at bank and on hand	58 377	18 188

9 Non-current assets held for sale

Staff housing at the University of Zululand is presented as a non-current assets held for sale following the commitment of the University's management on 1 January 2008 to sell these houses to staff members. The balance comprises one staff house that is expected to be sold in 2014.

	2014	2013
	R'000	R'000
Reconciliation		
Opening balance	97	97
Transfers to PPE	(97)	-
Closing balance	-	97

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	2014 R	2013 R
10 Interest bearing borrowings		
Non-current liabilities		
Development Bank of South Africa (DBSA) loan	30 049	30 237
Finance lease liabilities	-	-
	30 049	30 237
Current liabilities		
Current portion of DBSA loan	2 826	4 371
Current portion of finance lease	-	1 021
	2 826	5 392

The interest bearing borrowings reflect the balance owing on loans raised to finance capital development projects. The annual cost of interest and repayments are included in the Consolidated Statement of Comprehensive Income.

All non-current loans, are repayable bi-annually and the redemption date is 30 June 2027. Fixed effective interest rates vary between 5% and 11.42% (2013:5%-11.42%).

The variable effective interest rate fluctuates with changes in the prime interest rate and averaged 7.61% (2013: 6.79%) for the financial year.

The DBSA loan is secured in terms of a cession issued to the value of R 8 040 340. Refer to note 3.

11 Post-retirement obligations

	2014 R'000	2013 R'000
Medical aid benefits	83 928	77 947
Provident Fund (Note 4.2)	41 531	-
	125 459	77 947

These post-retirement benefit obligation exposes the University to actuarial risks, such as longevity risk, currency risk, interest rate risk and market (investment) risk.

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11 Post-retirement obligations (continued)

The University's obligation towards the post-retirement medical aid obligation was actuarially calculated as at 31 December 2014 by C.A. SCOTT and is disclosed in accordance with IAS 19: Employee Benefits, as follows:-

	2014 R'000	2013 R'000
Consolidated Statement of Financial Position		
Present value of funded obligations	83 928	77 947
Fair value of plan assets	-	-
Present value net obligations	83 928	77 947
Consolidated Statement of Comprehensive Income		
Service cost	(1 451)	(1 669)
Interest cost	(7 546)	(7 101)
Total amount recognised in the net surplus	(8 997)	(8 770)
Actuarial (losses) / gains	(1 294)	8 606
Amount recognised in other comprehensive income	(1 294)	8 606
Total amount recognised in the Consolidated Statement of Comprehensive Income	(10 291)	(164)
Movement in the net liability recognised in the consolidated statement of financial position		
Opening value	77 947	81 703
Employer contributions	(4 310)	(3 920)
Total amount recognised in Consolidated Statement of Comprehensive Income	10 291	164
Closing value	83 928	77 947
Key Valuation Assumptions		
Discount Rate	8.70%	10.00%
Medical inflation rate	6.30%	7.50%

Health care cost inflation

The valuation basis assumes that the health care cost inflation rate will remain constant in the long term. The effect of a one percent increase and decrease in the health care cost inflation rate is as follows:

	1% increase R'000	Valuation basis R'000	1% decrease R'000
Employer's accrued liability	9 904	83 928	(8 393)
Employer's service and interest cost	1 190	8 997	(998)

Therefore, a 1% increase in the health care cost inflation assumption will result in a 11.8% increase in the accrued liability. Similarly, a 1% decrease in the health care cost inflation assumption will result in a 10.0% decrease in the accrued liability.

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12 Deferred government grants

Government Grants of R 0 (2013: R 125 460 million) were received in respect of improvements to the infrastructure of the University and other grant funding. This has been reflected as deferred income and will be recognised as income on a systematic and rational basis over the useful life of the asset.

	2014 R'000	2013 R'000
Grant funding for items included in property, plant and equipment		
Infrastructure grant spent*	196 101	201 763
Grant income yet to be spent	303 269	272 203
Infrastructure grant	286 451	252 397
- Main infrastructure project	250 852	250 852
- Pre-2013 infrastructure (R 117 million)	35 599	1 545
Other grants	16 818	19 806
- Trust Funds	3 159	-
- National Research Fund	13 269	-
- UZF CIME (Centre for Innovation)	390	-
- Clinical Grant – DHET	-	211
- Research Grants – DHET	-	4 611
- Teaching and Development Grant – DHET	-	14 984
Total deferred government grants	499 370	473 966
* To be amortised over the useful life of the asset		
Analysed as:		
Non-current	482 943	448 498
Current	16 427	25 468
	499 370	473 966

13 Trade payable and accrued liabilities

Creditors and accruals	20 462	13 951
Other payables	15 767	12 697
Bursary awards	1 702	22 346
	37 931	48 994

14 Employee benefits

Leave pay accrual	41 039	31 566
Bonus accrual	6 851	6 159
	47 890	37 725

An accrual is made for the estimated liability for annual leave and annual bonus as a result of services rendered by professional, administrative and support staff up until the reporting date.

As the University does not have the unconditional right to defer settlement of these liabilities for at least twelve months after the reporting date the liabilities are classified as being current.

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	2014 R'000	2013 R'000
15 Investment income		
Income from investments	17 673	17 451
Dividends	4 635	734
Interest on staff loans	1	1
Realised gains on sale of investments	10 058	6 761
	32 367	24 947

16 Personnel costs

	Academic Professional R'000	Other R'000	Total 2014 R'000	Total 2013 R'000
Salaries and wages	174 363	125 447	299 810	272 788
Education subsidy	2 539	1 200	3 739	3 951
Leave pay expense	8 727	4 410	13 137	5 081
Bonus expense	8 731	8 936	17 667	15 595
Contributions to defined contribution plan	12 021	8 017	20 038	14 097
	206 381	148 010	354 391	311 512

	2014 R'000	2013 R'000
Average number of persons employed during the year:		
Full-time	801	817
Part-time	223	303
	1 024	1 120

17 Operating expenses

Other operating expenses include:

Auditor's remuneration:

Internal audit fee

Internal audit forensic investigation

External audit:

Current period services

Prior period services

Other Audit services

Repair and maintenance expenditure

Research and development expenditure

Books and periodicals

Allowance for impairment losses-student debtors

Other lease rentals:

Motor vehicles

Other

	2 410	2 269
	762	1 573
	1 648	696
	2 240	2 152
	2 004	1 505
	-	532
	236	115
	44 197	60 087
	11 081	10 105
	9 764	12 211
	27 152	(13 220)
	3 495	3 900
	3 495	3 665
	-	235

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for the year ended 31 December 2014

	2014 R	2013 R
18 Finance costs		
Interest on government-subsidised loans	2 638	2 760
Interest on finance lease liabilities	1 207	2 658
Interest: other	188	137
	4 033	5 555

19 Taxation

The University of Zululand is exempt from South African normal taxation in terms of Section 10(1)(cA)(i) of the Income Tax Act and therefore no liability has been recognised for taxation.

20 Commitments and contingencies

Commitment

At the reporting date, the budget for the following expenditure was approved but not recognised in the financial statements as it was not yet contracted for:

Property, plant and equipment

	118 614	118 614
2014	67 614	67 614
2015	51 000	51 000
2016	-	-

Department of Higher Education and Training (DHET) - Infrastructure and Efficiency Funding (I&EF) and Development and Clinical Training Grant projects

	2014 R'000	2013 R'000
	458 195	458 195
2014	165 865	165 865
2015	146 165	146 165
2016	146 165	146 165
Total commitments	576 809	576 809

Long-term loan facilities from the Development Bank of Southern Africa (DBSA) have been secured, subject to Ministerial approval, and these, together with DHET infrastructure grants approved in respect of the ensuing three years (2014/14 to 2014/15 inclusive), unexpended government grants brought forward from the previous funding cycle (2010/11 to 2013/12) and internal resources, will be available to fund these commitments, as summarised below:

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20 Commitments and contingencies (continued)

	2014 R'000	2013 R'000
Development Bank of Southern Africa (DBSA) : long-term loans	51 000	51 000
Department of Higher Education and Training (DHET)		
- Infrastructure and efficiency funding (I&EF) grants	458 195	458 195
- Clinical training grants	-	-
National Research Foundation (NRF) : bridging funds		-
University resources		
- Revenue account	28 284	28 284
- General reserve funds	39 330	39 330
Total capital commitments	576 809	576 809

In accordance with the requirements of the Higher Education Act, the requisite Ministerial approval, where applicable, has been and will in future continue to be obtained for all additional borrowings, as well as for the acquisition of property and the construction of major infrastructural projects that exceed the statutory thresholds within which the University Council is authorised to operate.

	2014 R'000	2013 R'000
Contingent liabilities		
The University has provided guarantees in respect of housing loans for employees amounting to :	973	973
The University has a bank guarantee outstanding in respect of electricity supply amounting to:	930	930
	1 903	1 903

Operating lease commitments

The future minimum lease payments under non-cancellable operating leases are as follows:

Due less than 1 year	-	1 021
Due between 1 and 5 years	-	-
	-	1 021

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	2014 R	2013 R
21 Cash generated by operations		
Net surplus for the year	82 108	65 328
Adjustments for:		
Post-retirement benefit (deficit) / surplus	(52 448)	34 242
Depreciation	39 762	37 290
Profit on sale of available for sale investments	(10 057)	(6 760)
Decrease in leave pay accrual	9 473	2 222
Increase / (decrease) in bonus accrual	692	(297)
Increase / (decrease) in provision for post-retirement medical aid benefits	47 512	(16 132)
Investment income	(22 309)	(18 186)
Reclassification of realised investment gains	(10 057)	(6 760)
Finance costs	4 033	5 555
Operating profit before working capital changes	88 709	96 502
- (Increase) / decrease in receivables	160 180	(170 957)
- (Increase) / decrease in inventories	(468)	(60)
- Increase in deferred government grants	25 404	139 570
- (Decrease) / increase in student deposits	4 867	(2 367)
- Increase in trade payables and accrued liabilities	(11 063)	5 083
	267 629	67 771

22 Financial risk management

The University's principal financial instruments comprise available-for-sale investments, current receivables in the form of student fee debtors, other receivables; cash and short-term bank deposits; interest-bearing borrowings and trade payable. Financial instruments are measured at fair value or amounts that approximate fair value (or as disclosed in the relevant notes).

The University Council has overall responsibility for the establishment and oversight of the University's risk profile. Council has established the Audit and Risk; Finance and other committees to develop, monitor and manage the University's risk management policies on its behalf and Executive management is responsible for implementing, managing and complying with selected risk management strategies. All potential risks are identified, evaluated and managed as appropriate. Risk management policies, systems and procedures are reviewed regularly to reflect changes in market conditions, the higher education sector and in the University's operating environment. The Chairpersons of the respective committees, the Vice-Chancellor and other members of Executive management report regularly to the Council on risk management activities and results. The University, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees, students and other stakeholders understand their roles and obligations.

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22 Financial risk management (continued)

The University's policies regarding insurance and risk cover are set and monitored by the Finance Committee. Likewise, decisions on the level of financial risk are taken by the Finance Committee and enforced by the University's Finance Division in terms of established limits by reference, in each case, to the particular transaction type, the monetary amounts and the counter-parties involved. Financial risks arising from the University's use of financial instruments include the following:

- Liquidity risk
- Credit risk
- Market risk

Liquidity risk

The University manages its liquidity risk by monitoring its daily cash flow to ensure that surpluses are optimally invested and that adequate cash is available to meet its day-to-day operations in the short- and medium-terms, based on rolling cash flow projections. The University adopts a diversified investment strategy with specified major financial institutions, each of which is required to be accredited by the Finance Committee, and has no significant concentration of credit risk with any single counter-party.

The timing and cyclical nature of the University's cash inflows and outflows are such that liquidity problems are unlikely to arise. Furthermore, the University has access to funds through its short-term deposits and overdraft facilities in the event that any unforeseen event occurs.

Credit risk

The University has no significant concentrations of credit risk. As a matter of policy, the University trades only with recognised, creditworthy third parties, who are subject to credit verification procedures including terms and conditions of trade specified by the University.

The University's credit risk exposure is represented primarily by the net aggregate balance of amounts receivable in respect of unpaid student fees and general receivables. Collateral measures include the withholding of examination results, denied re-admission after the first semester and the refusal to allow students in default of their financial obligations to register in the ensuing academic year unless a debt payment plan has been committed to. Debt collection procedures are applied as diligently as circumstances permit in such a way as to minimise risk.

The University provides for impairment losses in respect of student-related receivables (student fee debtors) and other receivables to the extent that these can be reliably and conservatively determined, having regard to the credit risk experience and payment history of the particular categories of debtors.

Market risk

The University is exposed to market risk on its investment portfolios. This risk is managed by selecting reputable portfolio managers who operate under defined mandates, which are designed to both limit the risk and also optimise the University's returns on these investments, having regard to the nature and purpose of the underlying funds. The performance of the respective fund managers are monitored closely by the Finance Committee and, in the case of the University Foundation, by the respective Boards of Trustees.

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22 Financial risk management (continued)

Financial assets and liabilities affected by interest rate fluctuations include bank deposits and short-term investments, as well as borrowings. Deposits comprise fixed notice and call account deposits. At the reporting date, these deposits were either accessible immediately or had maturity dates not exceeding twelve months. Interest rates earned on these deposits and other investments closely approximate prevailing market rates.

The University's borrowings used to finance its operations are at both fixed and variable rates of interest depending, in each case, on the nature and duration of the respective borrowings and the specific purpose for which such borrowings are required. The level of borrowings and, consequently, the debt servicing costs are closely monitored and controlled by the Finance Committee on behalf of Council, having regard to the prevailing, and projected, interest rates and the University's capacity to service such debt from future earnings.

Financial assets	Category
Available-for-sale investments (Note 3)	
Notice deposits	Fair value through profit and loss
Listed equities	Available for sale
Fixed income investments	Available for sale
International investments	Available for sale

Students and other receivables (Note 6)	
Student fee debtors	Loans and Receivables
Other receivables	Loans and Receivables
Cash at bank and on hand (Note 8)	Loans and Receivables
Short term investments (Note 7)	
Short term deposits	Loans and Receivables

Financial liabilities	Category
Interest bearing borrowings (Note 10)	
Government-subsidised loans	Other financial liabilities
Finance lease liabilities	Other financial liabilities
Trade payables and accrued liabilities (Note 13)	
Other payables	Other financial liabilities
Student deposits	Other financial liabilities

Financial assets comprise the following:

	2014 R'000	2013 R'000
Available-for-sale investments	443 932	405 077
Student fee debtors	31 741	161 426
Other receivables	75 561	100 155
Cash at bank and on hand	58 377	18 188
Short term investments	532 735	318 427
	1 142 346	1 003 273

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22 Financial risk management (continued)

	2014 R'000	2013 R'000
Financial liabilities comprise the following:		
Trade payable and accrued liabilities	37 931	48 994
Student deposits	44 209	39 342
Current portion of interest bearing borrowings	2 826	5 392
Non-current interest bearing borrowings	30 049	30 237
	115 015	123 965

Interest bearing available-for-sale financial assets, with a carrying amount of R25 825 000 (2013: R13 387 000), mature as follows:

RSA R203 8.25%	within the next 5 years
RSA R208 6.75%	within the next 6 years
SHP 6.5% ZAR	within the next 6 years
RSA R186 10.5%	within the next 7 years

Categories of financial incomes and expenses

Financial assets	2014 R'000	2013 R'000
<i>Recognised in profit and loss</i>		
Interest on financial assets	17 674	17 452
Dividends on available for sale financial assets	4 635	734
Other income on available for sale financial assets	10 058	6 761
<i>Recognised in funds</i>		
Net change in the fair value of available for sale financial assets	15 181	41 714
Financial liabilities		
<i>Recognised in profit and loss</i>		
Finance costs	(4 033)	(5 555)

Fair values versus carrying amounts

The carrying value of all financial instruments approximate their fair value.

Basis for determining fair values

The following summarises the significant methods and assumptions used in estimating the fair values of the financial instruments reflected in the table above.

Notes to the consolidated financial statements

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22 Financial risk management (continued)

Available for sale financial assets

Available for sale financial assets are measured at fair value, which is calculated by reference to share exchange quoted selling prices at the close of business on the reporting date.

Held to maturity financial assets

The fair value of Held to maturity financial assets is estimated as the present value of future cash flows, discounted at the market rate of interest at the reporting date.

Cash and cash equivalents

The fair value of cash and cash equivalents is deemed to be the face value of such cash and equivalent financial assets.

Student fee receivables and other receivables

The fair value of receivables is estimated as the present value of future cash flows, discounted at the market rate of interest at the reporting date when the effect of discounting is considered significant. Receivables that are likely to be irrecoverable are estimated and impairment losses are raised, based on a review of outstanding amounts at year-end. Actual bad debts are written off through the statement of comprehensive income during the year in which they are identified.

Credit risk

At the reporting date there were no significant concentrations of credit risk. The maximum exposure to credit risk is represented by the carrying amount of each financial asset in the Statement of Financial Position.

The following financial assets in the Statement of Financial Position were exposed to credit risk:

	2014	2013
	R'000	R'000
Student fee debtors	31 741	161 426
Other receivables	75 561	100 155
Cash and cash equivalents	591 112	336 315
	698 414	597 896

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22 Financial risk management (continued)

Market risk

(i) Interest rate risk

The University's investments in fixed-rate debt securities and its fixed-rate borrowings are exposed to a risk of change in their fair value due to changes in interest rates. The University's investments in variable-rate debt securities and its variable-rate borrowings are exposed to a risk of change in cash flows due to changes in interest rates. Investments in equity securities and short-term receivables and payables are not exposed to interest rate risk.

	2014 R'000	2013 R'000
<i>Fixed rate instruments</i>		
Financial assets	25 825	13 387
Financial liabilities	-	-
	25 825	13 387
<i>Floating rate instruments</i>		
Financial assets	418 105	391 690
Financial liabilities	32 875	34 608
	450 980	426 298
An increase/(decrease) of 100 basis points in the prime interest rate would decrease/(increase) the value of the University's fixed rate instruments by:	258	134
An increase/(decrease) of 100 basis points in the prime interest rate would decrease/(increase) the value of the University's floating rate instruments by:	4 510	4 262

(ii) Equity price risk

Equity price risk is managed through diversification of equity and international investments across various economic sectors, thereby reducing the University's exposure to systematic market risk. Investment styles used by University's portfolio managers vary between growth, value and core orientated strategies. These are combined with investments in stable blue chip companies in order to reduce unsystematic risk.

	2014 R'000	2013 R'000
A 1% increase or decrease in the value of the JSE All Share Index would increase or decrease the value of the listed investments by:	3 262	3 250

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22 Financial risk management (continued)

Liquidity risk

The following are the contractual, undiscounted maturities of financial liabilities, including interest payments :

	Carrying value R'000	Contractual cash flows R'000	Within 12 months R'000	1 - 2 years R'000	2 - 5 years R'000	More than 5 years R'000
31 December 2014						
Interest bearing borrowings	32 875	58 741	4 371	4 371	13 113	36 886
Other payables and accrued liabilities	37 931	37 931	37 931	-	-	-
Student deposits	44 209	44 209	44 209	-	-	-
	115 015	140 881	86 511	4 371	13 113	36 886

31 December 2013

Interest bearing borrowings	35 629	59 764	5 393	4 371	13 113	36 887
Other payables and accrued liabilities	48 994	48 994	48 994	-	-	-
Student deposits	39 342	39 342	39 342	-	-	-
	123 965	148 100	93 729	4 371	13 113	36 887

Accounting classifications and fair values

Fair value hierarchy

The table below analysis financial instruments measured at fair value, or items for which the disclosure of fair value is required, by valuation method. Refer to the respective notes for reconciliation of the level 3 fair values.

	Level 1 R'000	Level 2 R'000	Level 3 R'000	Total R'000
2014				
Financial assets				
Long term investments	443 932	-	-	443 932
Student and other receivables	-	-	101 401	101 401
Cash and cash equivalents	58 377	-	-	58 377
Short-term investments	532 735	-	-	532 735
Non-financial assets measured at fair value				
Land and buildings	-	-	949 636	949 636
	1 035 044	-	1 051 037	2 086 081

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Notes to the consolidated financial statements

for the year ended 31 December 2014

22 Financial risk management (continued)

	Level 1 R'000	Level 2 R'000	Level 3 R'000	Total R'000
Financial liabilities				
Trade payable and accrued liabilities	-	-	37 931	37 931
Student deposits	-	-	44 209	44 209
Current portion of interest-bearing borrowing	-	-	2 826	2 826
Interest-bearing borrowings	-	-	30 049	30 049
	-	-	115 015	115 015
2013				
Financial assets				
Long term investments	405 077	-	-	405 077
Student and other receivables	-	-	261 581	261 581
Cash and cash equivalents	-	-	18 188	18 188
Short-term investments	-	-	318 427	318 427
Non-financial assets measured at fair value				
Land and buildings	-	-	967 915	967 915
	405 077	-	1 566 111	1 971 188
Financial liabilities				
Trade payable and accrued liabilities	-	-	48 994	48 994
Student deposits	-	-	39 342	39 342
Current portion of interest-bearing borrowing	-	-	5 392	5 392
Interest-bearing borrowings	-	-	30 237	30 237
	-	-	123 965	123 965

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Notes to the consolidated financial statements

for the year ended 31 December 2014

23 Annualised Gross Remuneration to Executive Staff

The following disclosure relates to the compensation paid to members of the Executive management of the University for the year ended 31 December 2014 as defined in the Statute of the University. Gross remuneration, for the purpose of the Higher Education Act, is based on the cost for employment to the University and flexible remuneration packages, suitably annualised, where applicable and is inclusive of the employer's contributions to health and post-retirement benefits. Exceptional payments, if any to Executive management have been included in the annualised gross and are disclosed separately below where applicable.

Name	Designation	2014 R'000	2013 R'000
Prof NM Mazibuko (resigned October 2014)	Vice-Chancellor	1 847	2 226
Prof JR Midgley	Deputy Vice Chancellor : Research & Innovation	1 872	1 737
Dr AP Nevhutalu (resigned September 2013)	Deputy Vice Chancellor : Teaching & Learning	-	1 737
Mrs N Ngqubekile-Ali (appointed September 2014)	Executive Director : Human Resources	1 587	-
Pof XA Mtose (appointed as Vice Chancellor in November 2014)	Deputy Vice Chancellor : Teaching & Learning	1 299	-
Prof G Kistan	Director: Quality Assurance	889	-
Mr AJ de Wet	Executive Director : Finance	2 189	1 970
Dr GM Vinger	Registrar	1 645	1 427
Mrs R Budree (resigned March 2014)	Executive Director : Human Resources	1 458	1 385
Dr ZI Machi (appointed as Acting Executive Director : Human Resource in July 2014)	Executive Director : Richards Bay Campus	1 489	1 201
Mr O Lombaard	Executive Director : Facilities	1 079	1 025

Exceptional payments

During the year ended 31 December 2014, no exceptional payments in excess of R249 999 were made to the members of the executive and senior management. Exceptional payments as defined for this purpose in terms of the Higher Education Act, include special bonuses and exceptional amounts arising on the termination of employment with the University.

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Notes to the consolidated financial statements

for the year ended 31 December 2014

23 Annualised Gross Remuneration to Executive Staff (continued)

During the year ended 31 December 2014 no payments were made for attendance at meetings of the Council and its sub-committees.

Attendance at meetings of the Council is presented below:

A total of three Council meetings were held during 2014. The Administrator (Professor Chris de Beer) held two meetings with Executive Management to formally discuss Council matters and the final (third) meeting was held by the new Council.

Prof C De Beer's mandate (from the Minister of Higher Education & Training) as the Administrator (& Council) ended in October 2013. Thereafter, the appointed Council resumed its duties.

TABLE 2: Summary of Councillors' attendance of Council meetings

Members	Meeting Dates					
	27/02/14 (special)	04/04/14	27/06/14	01/10/14 (special)	24/10/14	28/11/14
Mr CV Gamede	√	√	√	√	√	√
Judge BC Mocumie	x	√	X	√	X	x
Prof NM Mazibuko	√	√	√	√	?	?
Prof X. Mtose	?	√	√	√	√	√
Ms PN Maphoshe	√	X	√	√	√	√
Cllr. EF Mbatha	√	√	√	x	√	x
Mr SB Xulu	√	√	X	√	√	√
Mr G Sibiyi	√	√	√	√	√	√
Mr B Makhathini	√	√	√	x	√	√
Prof BC Dumisa	x	√	√	√	√	√
Dr MO Sutcliffe	x	X	√	x	X	x
Mr D Kunji-Behari	√	X	√	x	√	√
Mr EJB Dube	√	√	√	√	√	√
Dr TT Khanyile	x	X	√	x	X	x
Dr SZ Mbokazi	√	√	√	√	√	√
Mr TC Ngcobo	√	√	√	√	√	√
Prof R Midgley	√	√	√	√	√	√
Prof TP Mhlongo	√	√	√	√	√	x
Prof DR Nzima	√	√	√	√	√	√
Dr ME Khuzwayo	√	?	?	?	?	?
Mr SJ Mvubu	√	√	√	√	X	√
Mr S Ndimande (SRC)	√	X	?	?	?	?
Mr TP Shandu (SRC)	?	?	√	?	?	?
Mr S Mkhize (SRC)	√	X	√	?	√	√
Dr NR Ngcobo	√	√	√	√	√	√
Ms NN Mbatha	√	√	√	√	√	√
Prof C Kistan	x	?	?	?	?	?

√ = present

x = absent (with/without apology)

? = not a Council member at that point

- Prof N. M. Mazibuko resigned as the UNIZULU Vice-Chancellor on 23 October 2014;
- Prof X. Mtose at the time of the Council meeting on 27/02/14 had not been appointed Deputy Vice-Chancellor: Teaching and Learning;
- Dr ME Khuzwayo, Senate's representative on Council, ceased to be a member of Council by virtue of her ceasing to be a member of Senate. The SRC term for Messrs S. Ndimande and T. P. Shandu had expired;
- Prof C. Kistan's contract as the acting Deputy Vice-Chancellor: Teaching and Learning retired from his substantive position therefore all ties he had with the university were severed.

University of Zululand

Notes to the consolidated financial statements

for the year ended 31 December 2014

24 Related parties

Identity of related party

University of Zululand Foundation

Related party relationship

Subsidiary

Key management personnel

Executive staff

Refer to note 25 for related party transactions with key management personnel

Material related party transactions

	2014 R'000	2013 R'000
Grant received from the University of Zululand Foundation	1 000	2 000

Material related party balances

Amount owing from the University of Zululand Foundation

13 460	5 218
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All transactions between the University and the University of Zululand Foundation have been conducted at arm's length.

25 Standards and interpretations not yet effective

At the date of authorisation of the financial statements of The University of Zululand for the year ended 31 December 2014, the following Standards and Interpretations applicable to the University were in issue but not yet effective:

Standard/Interpretation		Effective date
IAS 19	<i>Defined Benefit Plans: Employee Contributions</i>	Annual periods beginning on or after 1 July 2014
IFRS 14	<i>Regulatory Deferral Accounts</i>	Annual periods beginning on or after 1 January 2016
Amendments to IAS 16 and IAS 38	<i>Clarification of Acceptable Methods of Depreciation and Amortisation</i>	Annual periods beginning on or after 1 January 2016
IAS 1	<i>Disclosure Initiative</i>	Annual periods beginning on or after 1 January 2016
Amendments to IFRS 10, IFRS 12 and IAS 28	<i>Investment Entities: Applying the Consolidation Exemption</i>	Annual periods beginning on or after 1 January 2016
IFRS 15	<i>Revenue from Contracts with Customers</i>	Annual periods beginning on or after 1 January 2017
IFRS 9	<i>Financial Instruments</i>	Annual periods beginning on or after 1 January 2018

All Standards and Interpretations will be adopted at their effective date.

The Administrator is of the opinion that the above amendments will not have a material impact on the University's financial statements.



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ZULULAND**

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