

# **SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE**

2020/21 Second & Third Quarter Performance Report

## **PORTFOLIO COMMITTEE ON ENVIRONMENT, FORESTRY AND FISHERIES (PCEFF)**

**16 March 2021**

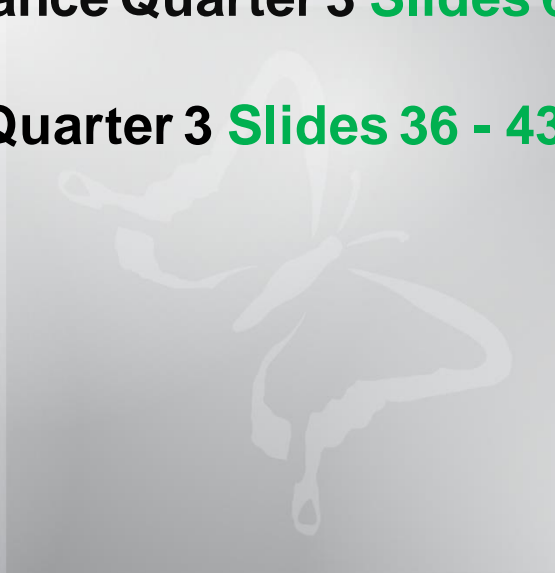
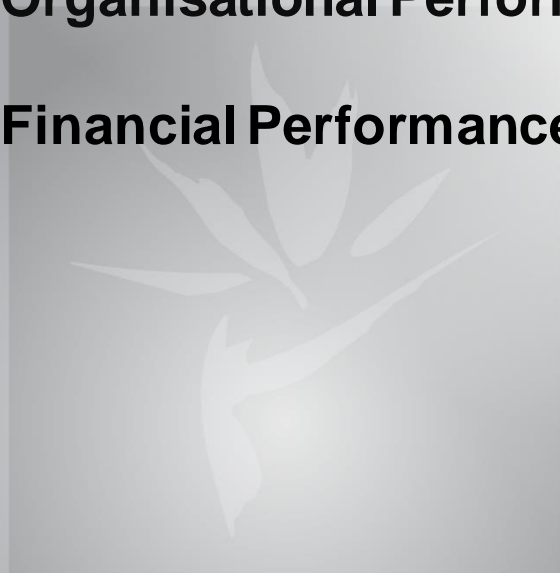
**Ms Carmel Mbizvo  
Acting Chief Executive Officer**

# SANBI DELEGATION

- **Mrs Beryl Ferguson, SANBI Board Chairperson**
- **Ms Carmel Mbizvo, Acting Chief Executive Officer**
- **Ms Lorato Sithole, Chief Financial Officer**
- **Mr Elliot Mashile, Chief Operations Officer**

# Presentation Outline

- Challenges that impact on the implementation of targets **Slide 4**
- SANBI's 4 Programmes **Slide 5**
- Organisational Performance Quarter 3 **Slides 6 - 35**
- Financial Performance Quarter 3 **Slides 36 - 43**



# CHALLENGES WHICH CONTINUE TO IMPACT ON IMPLEMENTATION OF PLANNED ACTIVITIES

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- Budget shortfalls, capacity constraints and lockdown regulations impacted heavily on the fieldwork and related analysis that were planned for the Biodiversity Economy Network amongst others. The challenges impacted on other engagements on planned targets for the 3<sup>rd</sup> quarter.
- Implementation of an innovative and adaptive approach is being taken to deal with human and financial constraints and the challenging operating environment.
- Meetings, training courses and workshops have been redesigned and changed to virtual events and new ways of engaging stakeholders and partners are being explored.
- Loss of income has occurred due to NBGs and NZG not being fully operational as a result of COVID -19 related directives on operating times and restrictions on events, venue hire and concerts.
- The effects of COVID-19 were significant on marketing SANBI services, but other marketing platforms have been identified and utilised to support revenue generation.
- COVID-19 and its associated implications and regulations is likely to continue to impact schools and HEIs for the foreseeable future. Health and safety and social distancing regulations related to transport and large gatherings will further impact on achieving human capital development and education targets.

# **SANBI's 4 Programmes**

**1: National Botanical and Zoological Gardens**

**2: Biodiversity Science and Policy Advice**

**3: Human Capital Development and Transformation**

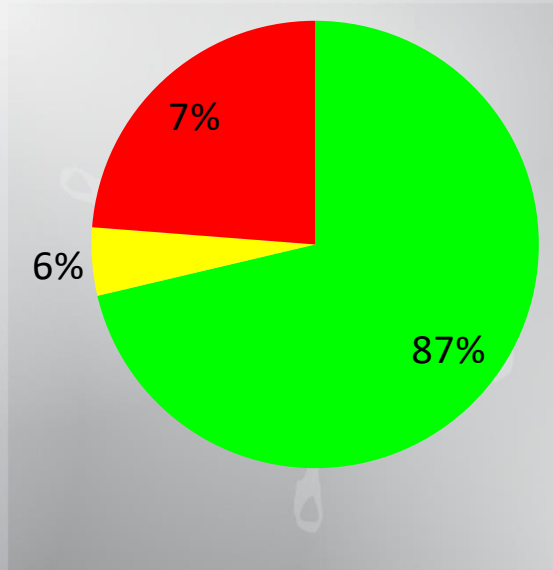
**4: Administration**

## QUARTER 3: OVERALL SANBI SUMMARY OF PERFORMANCE

Programme	% On target	% Work in progress	% Off Target	% No Milestone
National Botanical and National Zoological Gardens	71% (5/7)	(0/7)	29% (2/7)	(4/11)
Biodiversity Science and Policy Advice	88% (14/16)	12% (2/16)	(0/16)	(1/17)
Human Capital Development and Transformation	50% (1/2)	(0/3)	50%(1/2)	(3/5)
Administration	100% (13/13)	(0/13)	(0/13)	(0/14)
	87% (33/38)	6% (2/38)	7% (3/38)	(8/46)

## THIRD QUARTER SUMMARY OF PERFORMANCE

% On target	% Work in progress	% Off Target	% No milestone
87% (33/38)	6% (2/38)	7% (3/38)	(8/46)



## PROGRAMME 1 : NATIONAL BOTANICAL GARDENS AND ZOOLOGICAL GARDENS

**Outcome: The network of National Botanical and Zoological Gardens are managed and maintained for conservation, research, recreation, education and awareness**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
New and refurbishment infrastructure projects for Kwelela and Thohoyandou botanical gardens implemented	Plant collections nurseryshade structure established	Appointment of contractor for establishment of a plant collections nurseryshade structure	<p><b>On target</b></p> <p>A new professional team will need to be appointed from SANBI's panel of professionals in Q2, as the contract for the professional team that developed the tender documents came to an end in Q1. Existing plans will need to be reviewed by the new professional team once they have been appointed.</p>	<p><b>Work in progress</b></p> <p>Draft tender document prepared; awaiting appointment of new professional team from SANBI's new panel of professionals for tender document finalization and approval.</p>	<p><b>On target</b></p> <p>Contractor appointed for the establishment of plan collection nurseryshade structure.</p>





## PROGRAMME 1 : NATIONAL BOTANICAL GARDENS AND ZOOLOGICAL GARDENS

**Outcome: The network of National Botanical and Zoological Gardens are managed and maintained for conservation, research, recreation, education and awareness**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of visitors in the NBGs and NZG	432,443 visitors to NBGs and NZG combined	270,276 visitors to NBG and NZG combined	Off Target	On target  YTD decrease of 75% in visitor numbers for NBGs and NZG combined (April to September 2019: 810,079; April to September 2020: 201,619)  <b>NBGs:</b> 181,028 visitors for April to September 2020 (NBGs were only open to visitors for the two months of August and September 2020) combined (72% annual decrease in visitor numbers compared with 657,417 for the period April to September 2019) <b>NZG:</b> 20,591 visitors for September 2020 (NZG only re-opened to public on 1 September 2020). For YTD April to September 2020 there was an 87% annual decrease in visitor numbers (20,591) compared with 152,662 for the period April to September 2019.	On target. <i>(Exceeded target)</i>  <b>NBGs:</b> Q3 visitors of 346,226 YTD visitors of 527,254 <b>NZG:</b> Q3 visitors of 64,683 YTD visitors of 85,274  Q3 visitors for NBGs and NZG combined of 410,909. YTD visitors for NBGs and NZG combined of 612,528  NBGs and NZG provided valuable and popular local outdoor tourist destinations following relaxation of lockdown levels during the early part of Q3. Gardens exceeded expectations in terms of visitor numbers following their re-opening after several months of lockdown in August 2020 (NBGs) and September 2020 (NZG) and several marketing interventions.



= On target



= work in progress



= Off target



= No milestone

## PROGRAMME 1 : NATIONAL BOTANICAL GARDENS AND ZOOLOGICAL GARDENS

**Outcome: The network of National Botanical and Zoological Gardens are managed and maintained for conservation, research, recreation, education and awareness**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of indigenous species added to the living collections of the national botanical gardens and/or MSBP.	NBGs: At least 20 indigenous plant species added to the living collections of the combined network of NBGs and/or the Millennium Seed Bank Partnership	NBGs: Report on number of indigenous species added to the collections of the national botanical gardens and/or MSBP	<b>On target</b>  Report produced	<b>On target</b>  The number of seed collections increased by 47 for Q2, of which 23 were new species for the MSBP collections. 27 new species added to the MSBP collections for year to date.	<b>On target. (Exceeded target)</b>  YTD achievement (April to December 2020): 76 indigenous species added to the living collections of the MSBP.  Targeted field trips undertaken by seed collectors resulting in additional species collected for the MSBP.
Number of conservation programmes in the NZG	NZG: At least 4 faunal conservation programmes which NZG is involved in partnership with identified key stakeholder.	2 formal agreements in the form of MOU/Agreement with faunal conservation partner in place	<b>Off Target</b>	No Milestone	<b>Off Target</b>  <b>Challenges:</b> Four agreements/MOU's are in an advanced stage of completion but are yet to be finalised and signed.  <b>Corrective Measures:</b> The agreements will be completed in Quarter 4. Drafts MOU's with the Ground hornbill project, PAAZA and with DEFF for quarantine and confiscations have already been drafted and we are awaiting the three entities to review and sign off, we anticipate that these will be done by the end of February 2021. A fourth existing MoU with City of Tshwane is currently being reviewed and updated.

## PROGRAMME 1 : NATIONAL BOTANICAL GARDENS AND ZOOLOGICAL

**Outcome: The network of National Botanical and Zoological Gardens are managed and maintained for conservation, research, recreation, education and awareness**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of studbooks published under regional and international associations of zoos and aquaria	2 international studbooks published	International studbook: 1	<b>Off Target</b>	<b>No milestone</b>	<p><b>Challenges:</b> The studbook has been drafted but changing work schedules due to the covid-19 pandemic, both locally and internationally, have prevented it being completed.</p> <p><b>Corrective Measures:</b> The studbook will be completed in Quarter 4. The Wild dog stud book is almost completed; we await reviews (data verifications) from international reviewer. We are following up on delayed international responses.</p>
	5 regional studbooks published	No target	<b>Off Target</b>	<b>No Milestone</b>	<b>No Milestone</b>



= On target



= work in progress



= Off target



= No milestone

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**Outcome: The network of National Botanical and Zoological Gardens are managed and maintained for conservation, research, recreation, education and awareness**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of beneficiaries participating in 'Kids in Gardens' Programme to promote biodiversity awareness, education and recreation and science engagement programmes at the NZG	8,000 beneficiaries participating in 'Kids in Gardens' Programme in NBGs	No target	Off Target	No milestone	No Milestone
	18,000 learners visiting the NZG and/or participating in science engagement opportunities	No target	Off Target	No milestone	No Milestone



= On target



= work in progress



= Off target



= No milestone

## PROGRAMME 1 : NATIONAL BOTANICAL GARDENS AND ZOOLOGICAL GARDENS

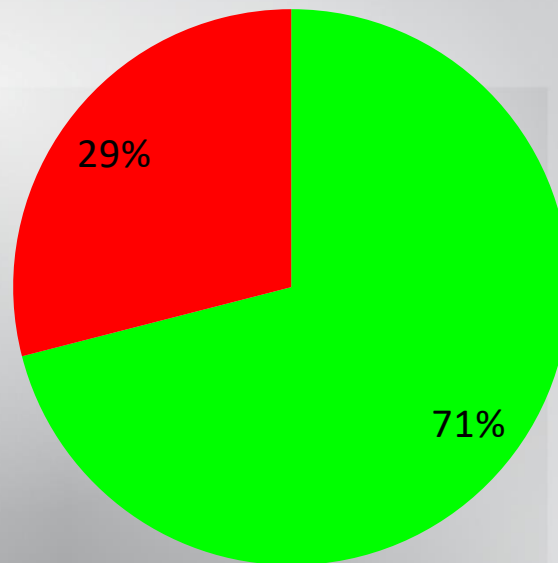
**Outcome: The network of National Botanical and Zoological Gardens are managed and maintained for conservation, research, recreation, education and awareness**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of beneficiaries participating in 'Kids in Gardens' Programme to promote biodiversity awareness, education and recreation and science engagement programmes at the NZG	Desktop study completed as an input for external review which will focus on the quality, relevance and impact of the NZG in raising awareness and educating the public on biodiversity and conservation.	Approval granted by the Minister to remove the 3 <sup>rd</sup> Q target from the 2020/21 APP	<b>On target</b>  Terms of reference drafted and approved by EXCO	<b>Work in Progress</b>  The Terms of Reference was approved at the SANBI Board meeting of September 2020.  The SANBI Board recommended that Management should request Department of Environment Forestry and Fisheries (DEFF) to do the desktop study, rather than SANBI doing it themselves (to ensure independence). If the Department does not have capacity, SANBI needs to consider getting several people in the academic sectors, who could be appointed to serve as external reviewers.	<b>No Milestone</b>  Approval granted by the Minister to remove the 3 <sup>rd</sup> Q target from the 2020/21 APP



## PROGRAMME 1: THIRD QUARTER SUMMARY OF PERFORMANCE

% On target	% Work in progress	% Off Target	% No milestone
71% (5/7)	(0/7)	29% (2/7)	(4/11)



## PROGRAMME 2 :BIODIVERSITY SCIENCE AND POLICY ADVICE

**Outcome: The state of biodiversity is assessed, relevant knowledge and evidence is generated, and this informs implementation and the provision of policy support and advice**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of plant and animal species for which descriptive information has been compiled	Descriptive information on 1,400 South African animal and plant species compiled	Descriptive information on 300 animal species compiled; Nil for plant species	<b>On Target</b> 151 animal species pages complied.	<b>On target</b> 202 animal species descriptive information compiled	<b>On target.</b> 300 animal species pages compiled
Number of biodiversity collection records digitised and added to databases	56 000 biodiversity records digitised and added to database	15 000 biodiversity records digitised and added to database	<b>On target</b> 11 488 biodiversity records digitised and added to database (8750 animal records and 2738 plant records).	<b>Work in progress</b> 14 076 biodiversity records (8 750 animal records and 5 326 plants records) digitised and added to databases.	<b>On target. (Exceeded target)</b> 15 658 biodiversity records digitised and added to database.  Due to uncertainties of lockdown situation, staff doubled up efforts and prioritised working on specimens when 70% of staff were able to return to work under lockdown level 1.



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Number of biodiversity records published	59,400 biodiversity records published	14,850 biodiversity records published	<b>On target</b> 15,022 biodiversity records published:	<b>Work in progress</b> 14,790 biodiversity records published	<b>On target. (Exceeded target)</b> 15 587 biodiversity records published.  Exceeded quarterly target by 737 biodiversity records.  The number of biodiversity records published is above the anticipated 14,850 biodiversity records for the quarter. The target was exceeded by 737 biodiversity records. The annual target is exceeded by 829 so far.
Number of version releases of biodiversity checklists	2 versions releases of biodiversity checklists	No Target	<b>No milestone</b>	<b>No milestone</b>	<b>No Milestone</b>



= On target



= work in progress



= Off target



= No milestone



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Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of botanical artwork and collection slides digitised	5000 botanical artwork and collection slides digitized	1500 botanical artwork and collection slides digitised	<b>Work in progress</b> 718 botanical artwork and collection slides were digitized.	<b>On target</b> 1500 slides from slide collection digitised	<b>On target</b> 1500 collection slides were digitised.
Number of wildlife biomaterials added/accessioned	1000 wildlife biomaterials added to biobank	250 wildlife biomaterials added to biobank	<b>Off Target</b> Zero wildlife biomaterials added to biobank.	<b>On Target (Exceeded target)</b> 1 338 wildlife biomaterials added to biobank  A large consignment of lion bone material (838 accessions) deposited from Forensics unit. Additional accessioning in Q2 undertaken to make up the missed target in Q1.	<b>On target. (Exceeded target)</b> 552 wildlife biomaterials added to biobank.  Unusually large batches of biomaterial were received for processing from clients, hence more than double the target was achieved.



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Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of version releases of ecosystem classifications and maps	2 version releases for ecosystem classifications and maps (terrestrial, wetlands)	Beta version of terrestrial classification	<b>On target</b> Annual plan for classification updates	<b>On target</b> Beta version of wetland classification undertaken	<b>On target.</b> Beta version of terrestrial classification conducted
Number of research papers published in journals accredited by DHET	110 research papers in journal accredited by DHET	30 papers published	<b>Work in progress</b> 21 papers published.	<b>On Target (Exceeded target)</b> 33 papers published Lockdown and working from home has provided the time to complete papers. We are on track to achieve the annual target	<b>On target. (Exceeded target)</b> 35 papers published – 116% achieved. A special issue in the journal Neobiota published 13 papers  Lockdown and working from home has provided the time to analyse datasets and complete papers. The Opus Repository is a live system and papers are uploaded constantly as notification from journals are received. Often this is out of sync with reporting periods.  Regular reports are generated to ensure updated publications number.



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**Outcome: The state of biodiversity is assessed, relevant knowledge and evidence is generated, and this informs implementation and the provision of policy support and advice**

Output Indicator	2020/21 Annual Target	3rd Quarter Target 2020/21	1st Quarter Status	2nd Quarter Status	Programme 3rd Quarter Progress and Analysis
Number of cooperative research networks established or convened to generate knowledge	3 cooperative research networks convened (marine, biodiversity economy, freshwater)	Two network meetings convened	<b>On target</b>  Dates set for network meetings	<b>On target</b>  One network meeting convened	<b>Work in progress (50%).</b>  One network meeting achieved (marine), one postponed (biodiversity economy).  <b>Challenges:</b> Biodiversity economy network meeting was postponed to Q4 due to unavailability of key participants.  <b>Corrective Measures:</b> Biodiversity economy network to be held in Q4.
Number of risk analyses developed for alien & invasive species	45 additional risk analyses developed for alien & invasive species	10 additional risk analyses developed for alien & invasive species	<b>Work in progress</b>  1 risk analysis approved	<b>Work in progress</b>  6 risk analyses developed for alien and invasive species.	<b>Work in progress.</b>  Five (5) – 50%- risk analyses have been developed, approved by ASRARP <b>Challenges:</b> Limited internal capacity to develop risk analyses reports: Risk analysis reports are currently developed by SANBI students and staff and are currently undergoing training by the CIB experts. ASRARP relies on external reviewers to finalise risk analyses. Delayed responses from external reviewers remain a challenge as there is no incentive for these reviews.  <b>Corrective Measures:</b> We have developed additional training courses to improve the quality of risk analyses that are being developed. An additional ASRARP meeting has been scheduled for January 2021, increasing the meetings from 4 to 5, wherein more risk analyses can be approved.



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Output Indicator	2020/21 Annual Target	3rd Quarter Target 2020/21	1st Quarter Status	2nd Quarter Status	Programme 3rd Quarter Progress and Analysis
Number of assessments completed and dashboard of national indicators developed and maintained	1 additional assessment completed and report compiled (Biological Invasions)	Report submitted to RDI committee for approval	On target 2nd order draft of Invasive assessment completed	On target Final draft of assessment accepted by reference committee	On target Report submitted to RDI committee for approval
Number of annual updates for Non-Detriment Findings for the Scientific Authority produced	1 update for Non-Detriment Findings for the Scientific Authority	Draft NDFs compiled	Off Target	On target NDF status report submitted to Scientific Authority meeting	On target Draft NDFs compiled



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Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of tools and knowledge resources developed to support mainstreaming of biodiversity assets and ecological infrastructure	2 decision support tools and 3 knowledge resources developed.	Draft decision support tool; 2 draft knowledge resources	<b>On target</b> Draft of one decision support tool developed: Animal and Plant Species Protocols Draft of one knowledge resource developed: Mapping Biodiversity Priorities in Africa and beyond	<b>On target</b> One decision-support tool (final): Terrestrial Animal and Plant Species Protocols One knowledge resource (final): Mapping Biodiversity Priorities factsheet	<b>On target.</b> One draft decision support tool: <i>Ecosystem guidelines for the Albany Thicket Biome</i> Two draft knowledge resources: <i>Natural Capital Accounting (factsheet)</i> and <i>Lessons learnt and sustainability report: Land under better management.</i>
Percentage of relevant written requests from DEFF and other organs of state responded to within the timeframe stipulated in the request	100% of relevant written requests from DEFF and other organs of state responded to within timeframe stipulated.	100% of relevant written requests from DEFF and other organs of state responded to within timeframe stipulated.	<b>On target</b> 100% of relevant written requests from DEFF and other organs of state responded to within timeframe stipulated.	<b>On target</b> 100% (1 of 1) relevant written request responded to: draft amendments to the National Estuarine Management Protocol	<b>On target.</b> 100% (1 of 1) relevant written request responded to: Proposed amendments to the Environmental Impact Assessment (EIA) Regulations 2014, and listing notices published under NEMA, 1998.



= On target



= work in progress



= Off target



one

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Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of co-ordination or learning mechanisms convened to share lessons and strengthen collaboration among relevant partners	3 co-ordination or learning mechanism convened.	1 learning or coordination events: Biodiversity and Land Use (BLU) Partners Conference	<b>Off Target</b>	<b>No Milestone</b>	<p><b>On target. (Exceeded target)</b></p> <p>Three learning or coordination events convened: Provincial and Metro Biodiversity Planning Working Group, National NCA Strategy Stakeholder Workshop, and Partnerships for Sustainable Landscapes Dialogue.</p> <p>Quarterly target was exceeded by two learning or coordination event.</p> <p>The quarterly target was exceeded by two learning or coordination events as the opportunity arose to host these two events via online platforms in Q3. Due to the Biodiversity Planning Forum being cancelled this year there was a need to host the biodiversity planning working group technical meeting before the end of 2020 and it was decided to host it online. The NCA Strategy Stakeholder event was online as consultation on the strategy was required before it could be finalised.</p>



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Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of training events convened to build capacity among relevant partners	2 training events convened	No target	Off Target	No Milestone	<p><b>On target</b> (<i>Exceeded target</i>)</p> <p>One training event convened: Malawi National Red List Working Group training</p> <p>Two events were scheduled for Q4; however, the opportunity arose to host the Malawi National Red List Working Group training via an online platform in Q3. Online platforms allow more events to be held as there are less logistics involved.</p>
Number and value of Adaptation Fund and Green Climate Fund projects approved for implementation	1 first stage proposal with a value of at least USD 10 million submitted to the Green Climate Fund for consideration	First stage proposal endorsed by National Designated Authority (i.e. DEFF) for submission to the Green Climate Fund	On target	On target	<p><b>On target</b></p> <p>First stage GCF Strategic Water Source Areas project endorsed by SANBI Climate Funds Oversight Committee</p> <p>First stage GCF Strategic Water Source Areas proposal endorsed by National Designated Authority (i.e., DEFF) for submission to the Green Climate Fund.</p>



= On target



= work in progress



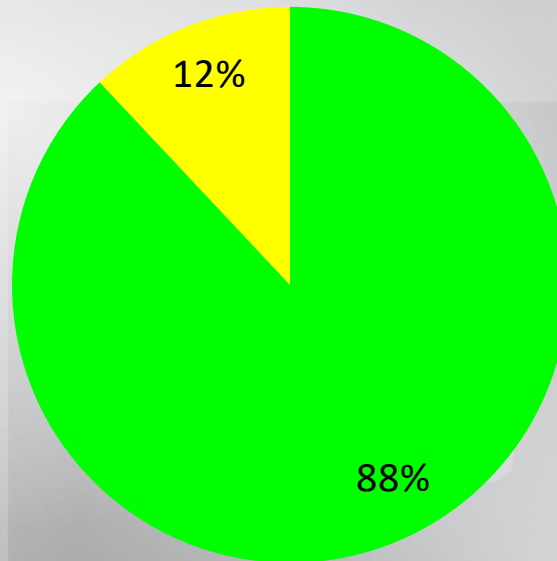
= Off target



= milestone

## PROGRAMME 2: THIRD QUARTER SUMMARY OF PERFORMANCE

% On target	% Work in progress	% Off Target	% No milestone
88% (14/16)	12% (2/16)	(0/16)	(1/17)





## PROGRAMME 3 : HUMAN CAPITAL DEVELOPMENT AND TRANSFORMATION

**Outcome: A transformed and suitably skilled workforce and active citizenry is developed to strengthen the biodiversity sector**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of black biodiversity professionals supported through HCD interventions in SANBI	75 WIL student placements  113 interns and Groen Sebenza pioneer placements  18 Postgraduate degrees (Honours, Masters and Doctoral) completed  22 postgraduate student bursaries awarded	20 WIL placements  10 interns and GS pioneer placements  6 postgraduate degrees completed  15 postgraduate bursaries awarded	<b>Work in progress</b>  (33 WIL students and 59 interns and GS pioneers , no postgraduate degrees completed; no postgraduate bursaries awarded	<b>On target</b>  96 WIL student placements 10 interns and GS pioneer placements 0 postgraduate degrees completed 0 postgraduate student bursaries awarded	<b>Off target</b>  <b>Challenges:</b> No funding for further WIL or intern placement due to severe budgets cuts as a result of COVID-19. Several postgraduate students have requested extension on thesis submission, as a result of lockdown regulations which impacted negatively on fieldwork and related analysis.  No annual Biological Invasions postgraduate bursary call due to budget cuts as a result of COVID-19.  <b>Corrective Measures:</b> Living Catchment student bursaries still to be awarded in January 2021. Externally funded interns (National Youth Service Programme) will join in January 2021.



= On target



= work in progress



= Off target



= milestone

## PROGRAMME 3 : HUMAN CAPITAL DEVELOPMENT AND TRANSFORMATION

**Outcome: A transformed and suitably skilled workforce and active citizenry is developed to strengthen the biodiversity sector**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of teachers and teacher educators participating in foundational building activities	One online seminar conducted	No target	No milestone	No milestone	No Milestone
Number of teachers and teacher educators participating in foundational building activities.	20 teachers trained	No target	No milestone	No milestone	No Milestone
Number of higher education institutions participating in Biodiversity Careers Programme	20 higher education institutions participating in Biodiversity Careers Programme	No target	Off Target	On Target (Exceeded target)  32 Higher Educational Institutes Participated in Biodiversity Careers Programme  Both quarterly and annual target were exceeded by 60% and 190% respectively. This is due to the fact that the careers programme was conducted online as a result of lockdown regulations and not face-face as it was initially planned, thus attendance was significantly higher.	No Milestone



## PROGRAMME 3 : HUMAN CAPITAL DEVELOPMENT AND TRANSFORMATION

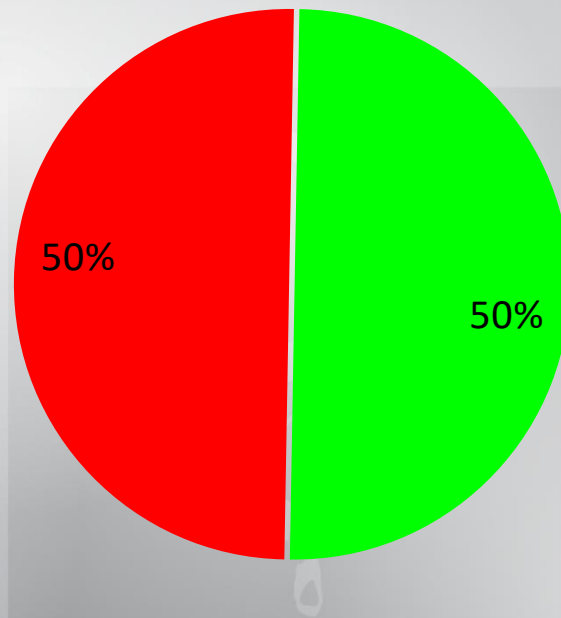
**Outcome: A transformed and suitably skilled workforce and active citizenry is developed to strengthen the biodiversity sector**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Number of citizen science platforms implemented and percentage increase in involvement of youth and rural communities	2 citizen science platforms implemented (CREW, iNaturalist) and benchmark for involvement of youth and rural communities	Field trips focused on increasing impact of citizen science platforms	On target	On Target  Targeted field trips (CREW); benchmark study for involvement of youth and rural communities undertaken	On target.  Field trips undertaken to increase the impact of citizen science platforms



## PROGRAMME 3: THIRD QUARTER SUMMARY OF PERFORMANCE

% On target	% Work in progress	% Off Target	% No milestone
50% (1/2)	(0/3)	50%(1/2)	(3/5)



## PROGRAMME 4 :ADMINISTRATION

**Outcome: Improve financial sustainability and provide effective corporate services to achieve the mandate of SANBI**

Output Indicator	2020/21 Annual Target	3rd Quarter Target 2020/21	1st Quarter Status	2nd Quarter Status	Programme 3rd Quarter Progress and Analysis
Percentage availability/uptime of ICT systems for internal and external customers	90% of ICT uptime for internal and external customers	90% of ICT uptime for internal and external customers	<b>On target</b>  90% of ICT uptime for internal and external customers	<b>On target</b>  90% of ICT uptime for internal and external customers	<b>On Target</b>  90% of ICT uptime for internal and external customers.  The percentage for the quarter is derived from the daily (in a 24 hour period) uptime of all of the managed servers in the SANBI environment over a three (3) month period corresponding to the quarter being reported on.
Percentage of planned risk mitigation plans implemented	100% of risk mitigation plans implemented	100% of risk mitigation plans implemented	<b>On target</b>	<b>On target</b>  100% of Risk Mitigation plans implemented (47 out of 47 action plans implemented as planned for quarter 2)	<b>On target</b>  100% of risk mitigation plans implemented (51 out of 51 planned actions achieved)
Percentage compliance with the SANBI compliance schedule	100% compliance as per the compliance schedule.	100% compliance as per the SANBI compliance schedule	<b>On target</b>	<b>On target</b>  100% compliance as per the SANBI compliance schedule (4 out of 4 reports submitted to DEFF will be submitted on the 30 <sup>th</sup> of October 2020 as per the compliance schedule)	<b>On target</b>  100% compliance as per the SANBI compliance schedule (3 out of 3 reports will be submitted on the 29 <sup>th</sup> of January 2021 as per the compliance schedule).



= On target



= work in progress



= Off target

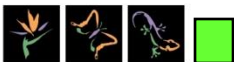


= milestone

## PROGRAMME 4 :ADMINISTRATION

**Outcome: Improve financial sustainability and provide effective corporate services to achieve the mandate of SANBI**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Marketing and brand communication platforms and initiatives identified and utilised	25 marketing platforms	7 marketing platforms	<b>Off Target</b>	<b>On Target (Exceeded target)</b>  10 Marketing platforms undertaken  The first ever SANBI-wide marketing campaign was presented. This led to a number of TV and Radio interviews. Two internal newsletters were distributed. The National Press Club was hosted in the Pretoria National Botanical Gardens.	<b>On Target</b>  7 marketing platforms identified and utilised
Percentage increase of own income generated	70% year-on-year decline on income generated	82% year-on-year decrease on own income generated	<b>Off Target</b>	<b>On target</b>  75% year-on-year decrease on own income generated. R52 736 530 income received.	<b>On target. (Exceeded target)</b>  68% year-on-year decline on income generated. Year to date income of R35 003 401 was generated compared to R109 068 729 in the previous financial year.  Loss of income as a result of NBGs and NZG not allowed to operate during the lockdown period between April and August 2020.  Marketing platforms have been identified and utilised.



= On target

= work in progress

= Off target

milestone

## PROGRAMME 4 :ADMINISTRATION

**Outcome: Improve financial sustainability and provide effective corporate services to achieve the mandate of SANBI**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
GRAP and PFMA compliant annual financial statements	Unqualified external audit opinion without finding	75% of 2019/20 external audit findings addressed and 50% of internal audit findings from 2020/21 cycle addressed	<b>Work in progress</b>  66% achievement on the internal controls from 2019/20 financial year.	<b>Work in progress</b>  External audit remedial plan has been developed. 25% of 2019/20 external audit findings were addressed. 91% of internal audit findings from 2019/20 cycle were addressed.	<b>On target. (Exceeded target)</b>  76% of the 2019/20 external audit findings were addressed. 37 of the 49 findings have been addressed  92% of internal audit findings from 2020/21 cycle have been addressed 47 Of the 51 findings raised in the 2020/21 audit cycle have been addressed.  Management strengthened the internal controls gaps that were previously identified and reported.
Increased percentage of procurement to BBBEE (Black ownership)	80% procurement to BBBEE suppliers	80% procurement to BBBEE suppliers	<b>On target</b>  99.9% Procurement to BBBEE suppliers	<b>On target</b>  80% procurement to BBBEE suppliers  R 41 292 596.95 of the R 43 036 868.95 total spend during the quarter was to BBBEE suppliers	<b>On target. (Exceeded target)</b>  92% procurement to BBBEE suppliers From the total procurement spend of R53 647 354, there was R49 136 600 spent on BBBEE suppliers.  Procurement from BBBEE suppliers was prioritised.



= On target



= work in progress



= Off target



= milestone

## PROGRAMME 4 :ADMINISTRATION

**Outcome: Improve financial sustainability and provide effective corporate services to achieve the mandate of SANBI**

Output Indicator	2020/21 Annual Target	3rd Quarter Target 2020/21	1st Quarter Status	2nd Quarter Status	Programme 3rd Quarter Progress and Analysis
Increased percentage of procurement to BBBEE (Black ownership)	65% procurement to BBBEE suppliers with over 50% Black ownership	65% procurement to BBBEE suppliers with over 50% Black ownership	<b>On target</b> 90.92% procurement to BBBEE suppliers with over 50% Black ownership	<b>On target</b> 65% procurement to BBBEE suppliers with over 50% Black ownership R 28 059 351.61 of the R 43 036 868.95 total spend during the quarter was to BBBEE suppliers with over 50% Black ownership	<b>On target. (Exceeded target)</b> 76% of procurement to BBBEE suppliers with over 50% Black ownership. From the total procurement spend of R53 647 354, there was R40 8957 07 on BBBEE suppliers with over 50% Black ownership.  The reason for exceeding the target: Procurement from BBBEE suppliers with over 50% Black ownership was prioritised.
Percentage of payroll spent on staff development	0.5% of payroll spent on staff development	0.25% of (actual) quarterly payroll spent on staff development	<b>Work in progress</b> 0.027% of the quarterly payroll spent on staff development	<b>Work in progress</b> R45 259 spent on staff development 0.04% of quarterly payroll spent on staff development. (R45 259/R100 688 758 x 100, calculation against actual quarterly payroll)	<b>On target. (Exceeded target)</b> R482 864 spent on staff development 0.59% of quarterly payroll spent on staff development (R482 864/R81 822 380 x100)  Most of the interventions reported in this quarter took place in previous quarters but were paid in Q3.



= On target



= work in progress



= Off target



= milestone



## PROGRAMME 4 :ADMINISTRATION

**Outcome: Improve financial sustainability and provide effective corporate services to achieve the mandate of SANBI**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Percentage compliance to the Employment Equity targets	42% of staff in full-time employment are female	42% of staff in full-time employment are female	<b>Work in progress</b> 45.9% (465/1012x100)	<b>On target</b> 45.8% of staff in full time employment are female. (458/1000 x 100)	<b>On target. (Exceeded target)</b> 46% (456/991x100)  The labour turnover rate for this quarter was lower than projected
	42% of staff in top and senior management are female	42% of staff in top and senior management are female	<b>Work in progress</b> 45.5% (15/33x100)	<b>On target</b> 46.9% of staff in top and senior management are female. (15/32 x 100)	<b>On target. (Exceeded target)</b> 46.9% (15/32x100)  The labour turnover rate for this quarter was lower than projected



## PROGRAMME 4 :ADMINISTRATION

**Outcome: Improve financial sustainability and provide effective corporate services to achieve the mandate of SANBI**

Output Indicator	2020/21 Annual Target	3 <sup>rd</sup> Quarter Target 2020/21	1 <sup>st</sup> Quarter Status	2 <sup>nd</sup> Quarter Status	Programme 3 <sup>rd</sup> Quarter Progress and Analysis
Percentage compliance to the Employment Equity targets	85% of staff in full time employment are black	85% of staff in full time employment are black	<b>Work in progress</b> 88.7% (898/1012x100)	<b>On target</b> 91.2% of staff in full time employment are black. (912/1000 x 100)	<b>On target. (Exceeded target)</b> 88.9% (881 out of 991) x100  The labour turnover rate for this quarter was lower than projected
	2% People with disabilities in full-time employment	2% People with disabilities in full-time employment	<b>On Target (Exceeded target)</b> 3.1% (31/1012x100)	<b>On Target (Exceeded target)</b> 3.1% people with disabilities in full-time employment. (31/1000 x 100)  The labour turnover rate for this quarter was lower than projected	<b>On target. (Exceeded target)</b> 3.1% (31/991x100)  The labour turnover rate for this quarter was lower than projected



= On target



= work in progress



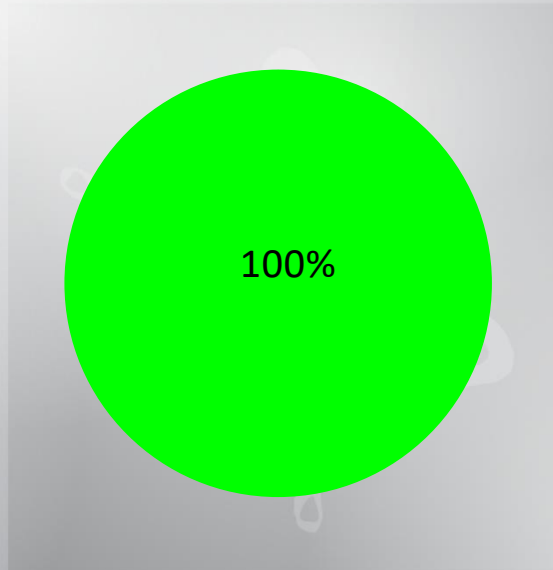
= Off target



= milestone

## PROGRAMME 4: THIRD QUARTER SUMMARY OF PERFORMANCE

% On target	% Work in progress	% Off Target	% No milestone
100% (13/13)	(0/13)	(0/13)	(0/14)



# FINANCIAL PERFORMANCE

## 2020/21

### 3RD QUARTER



# FINANCIAL PERFORMANCE 2020/21 Q3

	Actual	Budget	Variance	Variance %	Comments
	In R'000				
Government grant	372 529	419 915	(47 386)	-11%	Outstanding grant funding relating to the Biosecurity project work has not yet been received
Projects & donations	55 099	50 559	4 541	9%	Unbudgeted funds were received towards a new project namely the Strategic Research infrastructure Grant funded by NRF (SAASTA).
<b>Non-Exchange Revenue</b>	<b>427 628</b>	<b>470 474</b>	<b>(42 846)</b>	<b>-9%</b>	
Own Income	32 846	34 407	(1 561)	-5%	Admission fees performed below expectations. This is dependant on the availability of disposable income of households.
Investment income	10 146	10 062	84	1%	Within budget
<b>Exchange Revenue</b>	<b>42 992</b>	<b>44 469</b>	<b>(1 476)</b>	<b>-3%</b>	
<b>Total Revenue</b>	<b>470 621</b>	<b>514 943</b>	<b>(44 322)</b>	<b>-9%</b>	

# FINANCIAL PERFORMANCE 2020/21 Q3

	Actual	Budget	Variance	Variance %	Comments
	In R'000				
Employee costs	323 466	399 815	76 349	19%	Savings on peronnel budget are as a result of 0% cost of living increase and vacant posts that have not yet been filled due to uncertainties with funding.
Operating expenses	131 708	115 127	(16 580)	-14%	The overspending is as a result of the forced budget cuts that were implemented due to an anticipated reduction on the government grant and income that will be generated from operations. Savings from employee costs were utilised
Depreciation	26 890	-	(26 890)		This is the systematic recognition of the use of the fixed assets over their useful life. The substantial increase is as a result of a number of construction being completed for occupation and thus eligible for depreciation.
Capital spending	30 910	-	(30 910)		The spending was from the funds that were rolled over in the previous financial years. These are projects which span over one financial year.
<b>Total Spending</b>	<b>512 973</b>	<b>514 943</b>	<b>1 970</b>	<b>0%</b>	
<b>Deficit</b>	<b>(42 352)</b>	<b>0</b>	<b>(46 291)</b>		

# FINANCIAL POSITION: 2020/21 Q3

	2020/21	2019/20	Variance	Variance %	Comments
	In R'000				
Non-Current Assets	399 810	417 446	(17 636)	-4%	Depreciation of existing properties and equipment
Current Assets	476 607	489 559	(12 953)	-3%	Decrease is in the cash balances that are held towards infrastructure and externally funded projects
<b>Total Assets</b>	<b>876 416</b>	<b>907 005</b>	<b>(30 589)</b>	<b>-3%</b>	
Non-Current Liabilities	61 764	58 219	3 545	6%	The actuarial valuation on employee benefit obligations is conducted annually at the end of March.
Current Liabilities	209 281	201 063	8 218	4%	Increase in short term obligations due to obligations in externally funded projects
Accumulated Surplus	605 371	647 724	(42 352)	-7%	These are accounting surpluses which have been accumulated over the years.
<b>Total Liabilities</b>	<b>876 416</b>	<b>907 005</b>	<b>(30 589)</b>	<b>-3%</b>	

# THANK YOU

